BULLETIN

of the American Library Association

VOL. 26, NO. 6 JUNE, 1932

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TO EDITORS: THE BULLETIN OF THE AMERICAN LIBRARY ASSOCIATION INVITES REPRINTING OF ITS ARTICLES IN WHOLE OR IN PART. THE MATERIAL IN THE BULLETIN IS NOT COPYRIGHTED.

AS the official organ of the American Library Association, the *Bulletin* carries news of the Association, its officers, boards, committees, sections, and staff; addresses of conference speakers; articles by official representatives of the Association; and brief professional communications to or from members. Its scope does not include general articles on library matters unrelated to the Association.

Published monthly by the American Library Association, 520 North Michigan Avenue, Chicago. Entered as second class matter, January 16, 1926, at the Post Office at Chicago, Illinois, under Act of Congress of August 24, 1912. Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1927, authorized on July 8, 1918.

$3 secures 9 news numbers of the *Bulletin* and the *Annual Reports;* $5 secures in addition the *Handbook* and *Proceedings*. Institutional membership, $5 a year.

THE KOMPON-DARANI

PROBABLY THE OLDEST EXAMPLE OF PRINTING IN THE WORLD

A Buddhist prayer, printed from wooden type, in 756 A.D., in an edition of 1,000,000 copies, by order of the Japanese Empress Kōkes. The pagoda-like container is called a "stupa." The example illustrated is owned by the Art Institute of Chicago and was described by Alice P. Bixby before the Art Reference Round Table at New Orleans.

Library Salaries: What of the Future?

By CHARLES H. COMPTON

Chairman, A. L. A. Committee on Salaries

THIS brief introduction to the salaries number of the *Bulletin* might be a review of ten years' work of the Committee on Salaries, but I prefer to make it a statement of the present salary situation in the profession. A study of the salary tables in this *Bulletin* for the eight groups of libraries, as compared with former compilations, would show a steady and consistent bettering of library salaries.

Although the present tables indicate to some extent that the trend has turned downward, yet it is surprising what a good showing they make. Out of the 289 libraries listed in the eight compilations, only 40 show salary cuts. These facts are encouraging, but, in my opinion, misleading. In the first place, the tables are on conditions of January 1, 1932. Since then conditions have changed with lightning rapidity. The nation-wide demand for cuts in the salaries of all public employees —national, state, and municipal — has taken on tremendous momentum. It would be unwise and futile for librarians to take a sacrosanct attitude that we should be omitted from general cuts. The best we can do is to present our case to tax levying and appropriating bodies for salaries commensurate with those paid in similar professions. This, in my opinion, is an obligation of first importance, which librarians and library trustees cannot escape. That library salaries are not commensurate with those paid in other similar professions, certainly any librarian ought to be able to demonstrate from the facts available.

It is well to recall what Professor J. R. McGaughy of Columbia University said at the New Haven conference in his address on raising salaries. (Professor McGaughy is one of the leading authorities on teachers salaries in this country.) "I am sorry to say that you must be about the worst paid profession I have had any chance to find out about, and something should be done about it."

Salary cuts will be detrimental to library progress, but they are in some cases inevitable, and we can only hope in time to work back to higher levels. This, I believe, will be possible solely upon one condition, namely, that we do not flood the market with new recruits. Some interest was displayed in the problem of supply and demand at the Midwinter Meeting of the Association. More interest was displayed at New Orleans. A resolution was passed unanimously by the Association of American Library Schools, laying down a policy or procedure for library schools in cutting down enrollment for the coming year.

The Board of Education for Librarianship was requested by this resolution to use its influence and organization in helping to reduce the number entering the profession. Full coöperation of the board is, I believe, assured.

In spite of this action taken by the As-

sociation of American Library Schools and in spite of this attitude upon the part of the Board of Education for Librarianship, I have no reason to believe that librarians as a whole have as yet the slightest conception of the seriousness of the situation. The general theme of the conference at New Orleans was "The Library in a Changing World." Perennial subjects discussed since the founding of the Association in 1876 were re-discussed, demonstrating that, whether the world is changing or not, librarians are very much the same.

But one entirely new condition does face us. In one year, or at most two, the library profession has changed from one in which a properly prepared librarian could always get a position, almost immediately upon completing her library school course, to one which is seriously overcrowded. Those who have read Carleton B. Joeckel's article, "Supply and Demand in the Library Profession," in the February *Library Journal* are not unaware of the condition, which apparently is not improving.

I could give to you, from various sources which appear to me to be reliable, what it seems to me would be a reasonable estimate of the number of trained young people, including those now without positions, who will be waiting for positions after the library schools turn out their products this June. It has been suggested that these figures might be alarming, might create a panic among the unemployed, and might influence librarians to offer lower salaries than otherwise would be the case. I am, accordingly, leaving these figures to your imagination, being convinced in my own mind that the law of supply and demand will work inexorably. In fact, it already has begun to work, for, as far as I can learn, new appointments are now being made at 10 to 25 per cent lower salaries than formerly.

I want to quote again from Professor McGaughy:

> If you are foolish enough to induct into your profession, or if hundreds of you, or thousands of you are foolish enough to enter your profession and give a great oversupply of trained librarians, there is only one thing that can happen and that is, salaries must go down.
>
> How can salaries be maintained if you are going to get an oversupply in your group and if you don't control the entrance to your group in some way through setting up higher qualifications for entrance to the training schools, more training being required before they are qualified to enter the jobs, and so forth; just so surely, you have no right to talk about a living wage because you don't have to pay living wages as things are organized now, if there is underbidding for every job available. If there are four or five people waiting for each job, the world doesn't owe each of those four or five people a living wage. They should have had more sense in the matter of the thing for which they have prepared, and those in the profession should give sound, scientific information that would prevent that most ghastly tragedy that does come where you do have great numbers waiting for positions. Underbidding and low wages are bound to result and in that sense I think we have a perfect right to say that the world doesn't owe us a living and it is futile to talk about establishing salary levels at a stage at which we can live on a cultural or saving level, whatever you please to say.

The oversupply at present is serious, but, if we do not take steps to control future supply, the results on the personnel of the profession will be nothing less than disastrous.

PUBLIC LIBRARY SALARIES

In Cities of More than 200,000 Population

Salaries in Effect January, 1932

The Committee on Salaries presents the following table of salary statistics of public libraries in cities of more than 200,000 population. This is the tenth year in which statistics of this kind have been published in the *Bulletin of the American Library Association*, the last compilation having appeared in July, 1931.

	Same Minimums and Maximums	Increase in Minimums	Decrease in Minimums	Increase in Maximums	Decrease in Maximums
Department heads	20	5	9	2	7
Division heads	9	4	4	4	0
Branch librarians	25	7	7	3	2
First assistants					
Departments	18	8	5	6	3
Branches	13	2	3	5	2
Children's librarians	20	5	4	4	4
Catalogers	20	8	9	3	8
Professional assistants	13	9	10	8	5
Non-professional assistants	11	5	9	16	3
Total	149	53	60	51	34

The list numbers 40, one less than in 1931. The changes in minimums and maximums for positions under headings used are indicated by the above table.

Increases of librarians' salaries over 1931 number one and of assistant librarians', one. There are 3 decreases in the salaries of librarians and one decrease in those of assistant librarians. In comparing tables for 1931 and 1932, it may be noted that as previously the number of increases continues to exceed the number of decreases. The total number of increases for 1932 is 103, a decrease of 91 compared with 1931. The total number of decreases in 1932 is 94, an increase of 19 compared with 1931. There is an increase of 76 in the number of salaries remaining the same for the various grades. This would indicate that salary scales are not increasing as rapidly as hitherto, although the depression seems not to have affected them as much as might be expected. Nine of the 40 libraries indicate reduction in salaries, with 2 other libraries anticipating them.

Ten libraries have librarians of sub-branches and have not included statistics about them in other columns. These are Birmingham, Cincinnati, Indianapolis, Louisville, Philadelphia, Pittsburgh, Providence, Queens, Syracuse, and Washington. The salaries of these librarians of sub-branches range from $780 to $2,040.

CHARLES H. COMPTON, *Compiler,*
Public Library, St. Louis, Missouri

Public Library Salaries in Cities of More than 200,000 Population

City	Librarian	Assistant Librarian			Department Heads			Division Heads			Branch Librarians			Librarians of Sub-Branches			Number of Sub-Branches	First Assistants: Departments			First Assistants: Branches		
		No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.		No.	Min.	Max.	No.	Min.	Max.
Akron, Ohio	4500	..	....	....	5	2400	2600	..	....	....	7	1500	2000	..	....	....	..	3	1700	1900	..	....	....
Atlanta, Ga.	3600	1	2340	....	6	1500	2160	..	....	....	6	1680	1680	..	....	....	..	3	1620	1620	..	....	....
Baltimore, Md.[1]	7000	2	3200	4000	12	1200	3200	5	1260	2100	27	1320	1620	..	....	....	..	11	900	2100	26	780	1071
Birmingham, Ala.	3600	..	....	....	12	1134	2700	1	810	....	7	1020	1620	3	780	918	..	6	1296	1674	4	729	1152
Boston, Mass.	10,000	2	4200	5000[6]	14	2080	4000	13	1820	2284	33	1560	3000	..	....	....	..	8	1820	2500	20	1456	2400
Brooklyn, N. Y.	10,000	1	5400	....	10	2340	4200	4	1980	2100	33	2040	2820	..	....	....	..	5	2100	2400	19	1980	2100
Buffalo, N. Y.	8000	1	4500	....	14	2100	3100	..	....	....	14	1500	2000	..	....	....	..	8	1500	2060	13	1320	1580
Chicago	....	..	....	....	13	2700	5220	..	....	....	44	1740	3420	..	....	....	..	18	2340	2880	44	1320	2340
Cincinnati, Ohio	....	1	3500	....	13	1960	3000	..	....	....	10	1380	1880	18	935	1585	23	3	1700	1975	..	....	....
Dallas, Tex.	3000	1	2100	....	5	1380	2040	..	....	....	4	1200	1500	..	....	....	..	5	1200	1380	..	....	....
Dayton, Ohio	6000	1	3420	....	13	1800	3060	..	....	....	6	1700	2460	..	....	....	7[10]	..	....	....	..	....	....
Denver, Colo.	6000	..	....	....	12	1800	2500	..	....	....	14	1200	1560	..	....	....	..	6	1320	1800	..	....	....
Detroit	8500	..	....	....	16	S 2340 L 2640	2760 3960 [7]	5	2220	2460	22	2100	2580	..	....	....	..[16]	5	2160	2460	..	....	....
Houston, Tex.	3600	1	2160	....	5	1350	1890	1	1188	....	3	1080	1350	..	....	....	..	2	918	918	2	780	1080
Indianapolis, Ind.	7000	1	3600	....	12	1980	3000	4	1680	2280	16[8]	1260	2100	1	1680	....	1	6	1860	2260	..	....	....
Jersey City, N. J.	7500	1	3900	....	7	2580	2580	..	....	....	17	1800	2580	..	....	....	..	8	1920	2040	..	....	....
Kansas City, Mo.	6500	..	....	....	8	2400	2700	4	1800	2520	14	1620	2264	..	....	....	..	4	1320	2400	9	1500	1740
Los Angeles	8500	1	4320	....	21	2400	3120	..	....	....	37	1980	2700	..	....	....	..	16	1980	2100	2	1980	2100
Louisville, Ky.	6000[2]	..	....	....	7	2220	....	2	1200	1320	7	1680	1800	2	960	1080	4	12	1200	1620	9	1200	1500
Memphis, Tenn.	5460	..	....	....	4	1500	2520	..	....	....	7	720	1200	..	....	....	..	4	1200	1680	..	....	....
Milwaukee, Wis.	7000	1	4560	....	10	2400	4500	2	1800	2100	18	1620	2220	..	....	....	..	16	1680	2220	..	....	....
Minneapolis, Minn.	6000	..	....	....	11	2400	3000	6	2000	2100	22	1900	2500	..	....	....	..	5	2000	2000	1	2000	....
Newark, N. J.	10,000	1	4650	....	9	2200	3725	1	2300	....	11	1800	3100	..	....	....	..	8	1700	2500	1[11]	2100	....
New Orleans, La.	4500	1	1620	....	6	960	1560	..	....	....	6	1020	1200	..	....	....	..	..	....	....	6	900	1080
New York Circulation[12]	....[3]	1	4500	....	9	1800	4380	10	1900	2940	46[9]	1980	2820	..	....	....	12[10]	4	1980	2220	57	1980	2220
Oakland, Calif.	6000	1	3300[5]	....	5	1920	2100	2	1800	1920	14	1680	1800	..	....	....	4[10]	7	1680	1920	..	....	....
Omaha, Neb.[1]	3600	..	....	....	8	1380	2040	..	....	....	4	1320	1680	..	....	....	..	..	....	....	..	....	....
Philadelphia	....	1	4500	....	20	1700	2000	5	1500	1600	31	1700	1700	3	1350	1350	..	20	1350	1500	28	1350	1350
Pittsburgh, Pa.	8000[4]	..	....	....	10	2700	4000	3	1500	2100	9	1920	2160	4	1620	1800	5	6	1680	2280	10	1320	1680
Providence, R. I.	....	2	....	....	10	1612	2444	..	....	....	13	1500	1924	1	1400	....	2	3	1456	1768	..	....	....
Queens, Jamaica, N. Y.	12,000	1	5000	....	11	2400	6000	11	1980	3300	17	1980	2820	11	1620	1920	..	6	2340	2400	10	1980	2160
Rochester, N. Y.	6000	2	2000	3000	2	3200	3200	3	1500	2300	13	1600	2400	..	....	....	..[10]	..	....	....	12	1112	1800
St. Louis, Mo.	10,000	1	6500	....	16	1710	3600	..	....	....	14	1770	2190	..	....	....	4[10]	9	1320	2160	9	1320	1710
San Antonio, Tex.	3000	1	2280	....	4	1440	1800	..	....	....	5	960	1380	..	....	....	..	..	....	....	3	840	960
San Francisco, Calif.	4800	..	....	....	11	2100	3000	..	....	....	17	1560	2100	..	....	....	..	2	1920	2100	..	....	....
Seattle, Wash.	7500	..	....	....	6	2160	2820	7	2100	2460	10	1500	2160	..	....	....	..	3	2040	2100	2	1500	1740
Syracuse, N. Y.	5000	1	2500	....	11	1500	2500	..	....	....	6	1500	2500	..	....	....	..	11	1300	1700	4	1300	1700
Toledo, Ohio	6000	1	3600[5]	....	6	2400	2700	..	....	....	13	1600	2200	..	....	....	..	5	1400	2200	13	1400	1800
Vancouver, B. C.	4500	..	....	....	5	2040	2400	3	1740	1740	1	1860	....	..	....	....	..	3	1740	1800	..	....	....
Washington, D. C.	8000	1	4600	....	5	3200	3400	11	2000	2800	4	2000	3300	5	1800	2040	5	6	1620	2200	4	1620	2100

1 Figures as published in July, 1931, *Bulletin*
2 $1000 additional by arrangement with local municipal university
3 Chief of Circulation Department, $8000 yearly
4 $6000 as director of library; $2000 as director of library school
5 Serves also as department head
6 Position vacant
7 S—small; L—large
8 Not including 3 special branches: salaries, $1860 to $2920
9 Central Circulation Branch not included
10 Manned by assistants in other departments
11 Children's librarians act as first assistants in absence of branch librarians
12 Three boroughs: Bronx, Manhattan, Richmond

Public Library Salaries in Cities of More than 200,000 Population

City	Children's Librarians[1]			Catalogers[1]			Professional Assistants			Non-professional Assistants			Salary Expenditures Last Fiscal Year				Library Expenditures Last Fiscal Year	Population Served[17]	Circulation Last Fiscal Year
	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	Professional	Non-professional	Janitors, Engineers, Building Force	Total			
Akron, Ohio	9	1500	1700	2	1500	1900	9	1020	1800	4	1000	1500	66,598	10,888	4150	81,636	143,762	255,040[18]	1,095,955
Atlanta, Ga.	2	1200	1400	4	1440	1500	7	1440	1740	15	1200	1200	48,960	21,765	5132	75,857	121,190	270,366	1,062,452
Baltimore, Md.[28]	2	840	1320	14	900	1680	14	780	1140	65	720	840	.....	.....	....	247,429	431,502	801,741	2,509,566
Birmingham, Ala.	1	900	....	4	810	1440	8	756	1836	24	403	1242	65,785	15,122	6712	87,619	155,444	399,713[19]	1,553,688
Boston, Mass.	16	1352	1820	15	1456	1924	135	1040	1820	85	624	899	650,730		208,173	858,903	1,262,504	781,188	4,702,932
Brooklyn, N. Y.	37	1620	2100	12	1440	2100	160	1320	1740	87	600	2080	486,353	111,004	85,493	682,850	1,116,532	2,560,401[20]	8,177,637
Buffalo, N. Y.	Included in other classes			Included in other classes			..	....	....	..	....	....	.....	.....	.....	291,410	455,103	573,070	3,945,207
Chicago	6	2040	2640	5	2340	2880	239	1320	2340	145	900	1140	1,205,968		163,250	1,369,218	2,214,512[10]	3,376,438	15,807,902
Cincinnati, Ohio	6	1110	1500	13	900	1800	60	800	1800	96	600	1500	289,032		68,845	357,877	595,025	589,356[21]	3,917,354
Dallas, Tex.	..	....	....	3	1360	1620	10	1200	2100	17	600	1200	15,220	15,750	2740	33,710	75,598	261,000	636,649
Dayton, Ohio	4	1230	1920	4	1980	2280	14	1440	1860	31	1020	1440	89,913	93,185	15,796	198,894	271,686	200,982[18]	1,715,411
Denver, Colo.	..	....	....	6	1200	1740	60	780	1680	7	600	780	142,379	13,944	23,168	179,491	267,429	287,000	2,194,749
Detroit	33	1740	2160	14	1680	2160	191½	1440	2400	86½	1020	1800	623,063	260,242	141,490	1,024,795	1,584,282	1,568,662	7,002,542
Houston, Tex.	..	....	....	1	1188	....	8	780	1080	5	720	900	34,760	9250	7032	51,042	90,399	292,352	807,942
Indianapolis, Ind.	2	1500	2380	6	1530	2040	77	960	1980	11	720	1620	232,263		29,999	262,262	407,878	364,161	3,097,225
Jersey City, N. J.	1	2040	....	6	2040	2040	43	1080	1560	7	960	1080	163,989	3960	38,512	206,461	287,393	316,715	1,834,416
Kansas City, Mo.	14	1260	1560	6	1260	1740	24	1260	1520	24	720	1320	.....	....	.....	188,840	314,729	399,746[18]	2,060,867
Los Angeles	51	1320	1920	15	1320	1920	94	1320	1920	195	960	1200	774,797		110,963	885,760	1,409,766	1,236,217	10,658,457
Louisville, Ky.	8	960	1500	4	960	1440	20	900	1140	8	780	840	117,728	11,340	16,557	145,625	204,428[11]	307,745[19]	1,973,019
Memphis, Tenn.	1	1500	....	5	1080	1500	12	720	1200	5	600	900	55,749		4385	60,134	117,369	253,143	1,340,797
Milwaukee, Wis.	..	....	....	5	1680	2220	23	1440	1860	37	1200	1500	271,343		51,879[7]	323,222	485,236	725,263[19]	5,948,969
Minneapolis, Minn.	12	1500	1800	3	1700	1800	62	1200	1800	28	660	1200	340,936[6]		36,163	377,099[8]	498,500	464,356	3,622,869
Newark, N. J.	8	1200	2000	3	2000	2200	64	1300	2200	102	600	2100	195,410	107,515	49,173	352,097	586,190	442,337	2,436,570
New Orleans, La.	2	960	960	2	960	960	..	....	....	18	960	1200	54,309		10,494	64,803	102,127	458,762	1,063,713
New York Circulation[29]	28	1980	2220	10	1380	2520	385	1320	1860	211	410	2080	1,046,644	180,294	106,637	1,333,575	1,870,747	3,290,916[22]	12,355,102
Oakland, Calif.	..	....	....	1	1800	....	33	1140	1560	30	960	1080	120,689	32,664	16,157	169,510	242,735[12]	284,213	1,697,079
Omaha, Neb.[23]	2	960	1020	2	1200	1920	10	1080	1680	6	960	1020	.....	.....	.....	65,394	113,935	214,006	818,275
Philadelphia	22	1200	1350	3	1200	1600	164	800	1200	48	750	750	.....	.....	.....	604,840	825,100	1,950,961[19 23]	5,701,380
Pittsburgh, Pa.	10	1500	1800	6	1380	2000	43	1320	1740	76	720	1620	181,941	136,439	94,576	412,956	615,451[13]	529,817[24]	3,829,629
Providence, R. I.	7	1400	2000	5	1144	2080	17	1040	1560	19	936	1456	139,350		23,974	163,324	297,877	252,981	1,595,644
Queens, Jamaica, N. Y.	8	1980	2160	7	1740	2160	93[3]	1320	1920	79[4]	156	1860	.....	.....	.....	564,949[9]	889,989[14]	1,079,129[30]	3,350,453
Rochester, N. Y.	12	960	2000	4	1600	1900	23	1100	2300	..[5]	....	....	112,716	69,197	15,775	197,688	354,701	328,132	2,732,590
St. Louis, Mo.	14	1380	1770	18	1380	2100	58	960	1320	46	600	1050	230,610	84,018	56,014	370,642	578,030	821,960	3,584,506[27]
San Antonio, Tex.	2	960	960	2	960	960	9	960	1440	2	840	1440	36,495	2280	5580	44,355	114,390	231,542	497,542
San Francisco, Calif.	5	1680	1920	5	1680	1920	61	1200	1920	14	900	1080	.....	.....	.....	215,015	368,545	634,394[19]	3,256,465
Seattle, Wash.	11	1500	2100	2	1500	1680	47	1320	1920	48½	840	1740	255,969		39,332	295,301	450,074	365,583	3,783,209
Syracuse, N. Y.	..	....	....	3	1300	1700	28	1060	1260	5	720	900	94,293	11,743	14,464	120,500	186,069	209,326	1,444,325
Toledo, Ohio	9	1300	1700[2]	4	1600	2200	99	1100	2200	18	720	1200	194,538		12,077	206,615	291,985	290,718[18]	2,241,848
Vancouver, B. C.	2	1500	1560	1	1560	....	9	1200	1680	16	780	1200	49,152	15,180	6688	64,332	112,173[15]	246,000[25]	1,057,477
Washington, D. C.	13	1620	2200	6	1560	2100	53½	1260	2040	25	1020	1260	214,780	30,180	32,241	286,155	542,302[16]	486,869[26]	1,957,697

1 Department head not included here
2 Does not include 3 first assistants and 4 branch librarians who are also children's librarians in branches
3 Includes branch reference assistants and foreign librarians equal in salary rating to branch first assistants
4 Includes full- and part-time assistants
5 Work done by part-time student workers
6 Includes salaries of clerical force, museum, and bindery
7 Includes bindery
8 Includes $3746 for salaries of museum staff
9 Includes salaries paid to additional assistants above the number on the regular staff
10 New buildings, $136,576
11 Includes $22,125 for mortgage and interest
12 Includes $24,838 expenditures for art gallery and museums
13 Includes $147,211 for buildings and extraordinary expenses
14 Includes appropriations for modernizing Carnegie libraries
15 Does not include library's share for superannuation
16 Includes $150,000 for new Northeastern Branch building
17 1930 U. S. census used; city is governmental unit served unless otherwise specified
18 School district
19 City and county
20 Borough
21 County
22 Population 3 boroughs: Bronx, Manhattan, and Richmond
23 Coterminous
24 Does not include about 140,000 residents of Northside who are served by the Carnegie Free Library of Allegheny
25 1931 Canadian census
26 District of Columbia
27 Renewals not included; 28-day charging method used
28 Figures as published in July, 1931, *Bulletin*
29 Three boroughs: Bronx, Manhattan, Richmond

Public Library Salaries in Cities of More than 200,000 Population

City	Number of Full-Time Staff Members: Professional	Non-professional	Janitors, Engineers, Building Force	Total	Annual Vacation[25]: Professional	Non-professional	Janitors, Engineers, Building Force	Special Holidays[26]: Professional	Non-professional	Hours per Week Required of Each Full-Time Staff Member: Professional	Non-professional	Special Compensation Given for: Sunday Work	Holiday Work	Date of Last General Salary Increase	Reduction in Salaries of Library Staff	Reduction in Library Budget
Akron, Ohio	40	13	4½	57½	26	26	12	7	7	38½	38½	....	....	Jan. 1, 1931	....[11]	None
Atlanta, Ga.	29	16	9	54	24	12	6-12	7	7	41	42	....	....	1925	10%[12]	None
Baltimore, Md.[23]	..	..	..	160	12-24[4]	12-24[4]	..	8	8	40	40	....	....	....	.....	.....
Birmingham, Ala.	47	24	18	89	18	12	6	3	3	42	42	Time allowed	Double time allowed	Sept., 1928	10%	15,000
Boston, Mass.	257	85	124	536	24	24	12	11	11	37½-39½	37½-39½	....[9]	....[9]	Not for several years	None	None
Brooklyn, N. Y.	282	87	72	441	26	12-26	12	10	10	40	40	75c hr.	75c hr.	Mar. 1, 1930	None	None
Buffalo, N. Y.	..	..	..	109	12-18	12	..	7	7	40-42½	40-42½	Yes	Yes	July, 1931	None	None
Chicago	..	..	89	863	18	18	18	8	8	41	41	No	No	1929	.....	.....
Cincinnati, Ohio	126	152	50	328	26	26	12	10	10	41½	41½	Double time	....	Jan., 1931	None	None
Dallas, Tex.	10	17	3	31	18-26[6]	12-18[6]	6	5	5	44	44	4 hrs. 1.00	2.00	Jan., 1930	None	None
Dayton, Ohio	43	31	11	130	22	22	12	6	6	40	40	....	....	Jan., 1931	None	35,627[18]
Denver, Colo.	98	16	22	136[4]	18	18	..	5	5	41	41	....	....	....	.....	.....
Detroit	297	124½	105½	542	24	12-18	12	7	7	40½	41½-43½	....	....	July 1, 1929	10%[13]	121,818
Houston, Tex.	24	11	6	41	26	12-26[6]	12	12	12	43	43	4 hrs. 2.00	2.00	Jan., 1931	10%	20%[19]
Indianapolis, Ind.	123	11	32	166	26	26	12	7	7	42	42	Time allowed		July, 1929	None	Yes[20]
Jersey City, N. J.	89	3	31	123	12-36	12-36	7-18	12	12	45	45	7 hrs. 3.00	7 hrs. 3.00	Jan., 1930	None	None
Kansas City, Mo.	84	24	..[2]	108	12-18	12-18	12	5	5	42	42	Included in schedule		1928	None[14]	8000 or 2.5%
Los Angeles	241	313	81	635	12	12	12	7	7	42	44	50c to 75c per hr.		July 1, 1929	None	Approx. 12,000
Louisville, Ky.	69	10	17	96	18-26[6]	12	6	11	11	42	42	3.50 to 5.00		Sept., 1929	Temp. 10% for 6 mos., 1932	Est. at 15%
Memphis, Tenn.	..	..	4	55	26	12-18	12	None	None	42	42	2.00	....	Not for several years	Anticipate 10%	Anticipate 10% or more
Milwaukee, Wis.	76	113	39[3]	228	24	12-24	18	9	9	41½-44	41½-44	Time allowed		Jan. 1, 1932	None	19,939
Minneapolis, Minn.	129½	43	29	296	18-26	12	12	9	9	40-42	40-42	Time allowed		1920	None	34,220
Newark, N. J.	107	102	26	235	26	26	12	12	12	40½	40½	4.00 to 5.00		Jan., 1930	None	28,511
New Orleans, La.	...	...	11	64	15	15	15	10	6	44	44	No	No	....	None	6850
New York Circulation[24]	547	171	47	765	26	12-26	21	11	11	40	40	Yes[10]	Yes[10]	Mar. 1, 1930	None	None
Oakland, Calif.	73	56	17	146	13	13	13	10	10	42[8]	42-48[8]	No	No	....	None	None
Omaha, Neb.[22]	...	...	..	33	28	28	..	10	10	40½	41½	....	....	....	.....	.....
Philadelphia	...	...	..	535	26	26	12	10	10	41	41-56	Time allowed		1924	.....[15]	147,450
Pittsburgh, Pa.	102	181	71	354	26	12[6]	12	6	6	40	40	Time and one-half at regular salary rate		1930	None	46,000
Providence, R. I.	55	19	19	93	18-24[6]	12-24[6]	14	7	7	38-39	38-44	Yes	Yes	Feb., 1931	None	8000
Queens, Jamaica, N. Y.	184[1]	79	76	376	26-38	12-26	12	..	..	40	44	....	....	Mar. 1, 1930	.....	.....
Rochester, N. Y.	70	61½	17	148½	27	18	12	10	10	40	40	....	....	June 1, 1930	None	102,411
St. Louis, Mo.	141	67	55	348	18-26[7]	12-26	7-26	10	10	43	43	No	No	July 1, 1931	None	None[21]
San Antonio, Tex.	27	2	10	39	31	31	14	8	8	41	41	Yes	Yes	1930	None	None
San Francisco, Calif.	103	21	31	155	18	18	18	8	8	42	42	No	No	July, 1929	None	None
Seattle, Wash.	89	89	29	207	26	15	15	8	8	42	42	1/240 annual salary		Jan. 1, 1931	None	45,820
Syracuse, N. Y.	70	22	15	107	26	26	26	6	6	41½	41½	2.00	2.00	1929	10%	45,000
Toledo, Ohio	99	24	8	131[5]	12-24	12-24	6-18	10	10	38½	38½	1½ regular salary		1930	10%[16]	Yes[22]
Vancouver, B. C.	25	25	5	60	26	15	12	8	8	41	41	No	No	July 1, 1929	None[17]	None
Washington, D. C.	107½	25	30	194½	30	30	30	7	7	39	39	3000 appropriated annually		July 1, 1928	None	None

1 Qualified under Board of Regents regulations. Holders of state certificate. 2 Janitors, engineers, and building force under school board. 3 Includes bindery. 4 Does not include part-time pages and shelf readers. 5 Hourly pages and clerks not included. 6 Varies according to length and grade. 7 Varies according to length of service. Special allowance authorized by board for assistants with long period of service. 8 Forty hours per week in summer. 9 Separate staff for Sunday, holiday, and evening service, at estimated annual expenditure of $69,000. 10 Sundays: 2:00 to 6:00 p.m., $1.50 for clerks, $3 for professional assistants. Holidays: $2 for clerks, $4.80 for professional assistants. 11 Voluntary 2 weeks' leave without pay in addition to regular vacation. 12 Effective in 1932. 13 Temporary reduction; 10 per cent additional reduction on salaries over $4000, January 1, 1932, throughout city, including library positions. 14 Provisionally 2 per cent, to be deducted June, 1932, depending upon tax collections. 15 Subject to a 10 per cent deduction on salaries over $1200 as of January 1, 1932, and further subject to an additional 16 per cent deduction in all salaries both above and below $1200 as of February 1, 1932, with a corresponding reduction in actual number of working hours. 16 If 1932 income permits, this 10 per cent or some part of it will be refunded. 17 Staff took voluntary decrease in annual increment in 1931. Reduced in most cases from $10 to $5 per month. 18 Due to delinquent taxes in 1931; 1932 uncertain at this time. 19 Income reduction due to decrease in tax collections. 20 Operating year having been changed recently from calendar to fiscal, exact statement based on comparative figures is impossible. 21 Tax rate of ⅔ mill is fixed. Income less in 1932 due to decrease in tax returns. 22 Amount of reduction cannot be determined now. Basis of income changes this year and yield from it is uncertain. 23 Figures as published in July, 1931, *Bulletin*. 24 Three boroughs: Bronx, Manhattan, Richmond. 25 Allowed full-time staff members in working days. 26 Required of full-time staff members.

PUBLIC LIBRARY SALARIES

In Cities from 75,000 to 199,000 Population

Salaries in Effect January, 1932

The economic crisis is evidently beginning to have its disastrous effect upon public libraries at a time when they are needed at their highest efficiency. Yet, there has apparently been a widespread effort to maintain the level of staff salaries, for while 17 libraries in cities ranging from 75,000 to 199,000 in population report reduction in budgets, only 8 report reduction in salaries. Of the 8, 3 do not indicate an actual cut in the rate of compensation. Two of these have required a half month's leave without pay; the third reduced both pay and hours 25 per cent, effective February, 1932. It may not be safe to assume, however, that the crest of the reduction wave has reached the public library field.

This salaries table includes 35 libraries, 3 fewer than were listed in the last report. Three libraries appear in the table that were not included last year, and 6 that were included in 1931 did not report this year.

The statistics from the 32 libraries reporting both years show changes in minimum and maximum salaries as tabulated above.

A similar table last year gave a total of 126 increases and 36 decreases, while this table contains 63 increases and 60 decreases.

The librarian's column indicates 2 increases in salary this year and 3 decreases; the assistant librarian's figures show 3 decreases. The high figure for librarian's salary is $6,000, the median $4,040, and the low $2,640. For assistant librarians, the highest salary is $3,000, the median $2,310, and the low $1,620.

	Same Minimum and Maximum	Increases in Minimum	Decreases in Minimum	Increases in Maximum	Decreases in Maximum
Department heads	13	9	7	2	4
Branch librarians	13	5	4	1	2
Sub-branch librarians	9	3	0	1	1
First assistants					
Departments	7	7	2	0	3
Branches	5	1	1	1	0
Children's librarians	12	3	4	1	0
Catalogers	15	3	4	0	0
Professional assistants	7	6	10	6	8
Non-professional assistants	3	3	7	11	3
Total	84	40	39	23	21

School Librarians

In addition to the personnel indicated in the tables, 4 libraries have school librarians who are members of the public library staff.

Duluth reports one school librarian at a salary of $1,680.

Flint has the equivalent of 6½ school librarians and 9½ non-professional school library assistants, all paid by the school board. The minimum salary for the librarians is $1,600, the maximum $2,200; for the assistants the minimum is $756, the maximum $1,140.

Harrisburg has a school librarian at $1,360 and a non-professional assistant at $720.

Racine has one school librarian at a salary of $1,320.

M. Louise Hunt, *Compiler,*
Public Library, Racine, Wisconsin

Public Library Salaries in Cities from 75,000 to 199,000 Population

City	Librarian	Assistant Librarian	Department Heads			Branch Librarians			Librarians of Sub-Branches			Number of Sub-Branches	First Assistants: Departments			First Assistants: Branches			Children's Librarians[8]		
			No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.		No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.
Albany, N. Y.	4000	....	3	2220	2220	3	1980	2220	1	1620	....	1	2	1620	1740	..	....	....	3	1500	1620
Berkeley, Calif.	4000	2460	5	2100	2280	4	1560	1920	1	1080	....	1	2	1620	1740	2	1500	1740	1	1080[7]	....
Bridgeport, Conn.	6000	2500[3]	7	2000	2350	6	1400	2000	..	....	....	..	2	1800	1800	..	....	....	..	....	....
Des Moines, Iowa	....	....	7	1560	2220	8	1200	2100	2	1080	1200	6	1	1620	....	..	....	....	1	1200	....
Duluth, Minn.	3000	....	5	2160	2400	5	1200	1740	..	....	....		..	....	....	..	....	....	..	....	....
El Paso, Tex.	3600	2400[3]	4	1800	2400	..	....	....	..	....	....	..	..	....	....	..	....	....	..	....	....
Erie, Pa.	2640	....	5	1620	1968	..	....	....	7	....	....	7	5	900	1600	..	....	....	..	....	....
Evansville, Ind.	4200[2]	2220	5	1800	2220	6	900	1860	1	1500	....	1	4	1200	1620	4	900	1500	2	1020	1500
Flint, Mich.	5000	....	6	1860	2520	..	....	....	..	....	....	..	2	1620	1980	..	....	....	1	1560	....
Fort Wayne, Ind.	4800	....	9	1800	2700	5	1220	1620	..	....	....	..	8	1080	1740	..	....	....	4	1260	1740
Fort Worth, Tex.[1]	3600	2500	3	1080	1900	1	1320	....	1	1440	....	..	..	....	....	..	....	....	1	1900	....
Gary, Ind.	4800	3000	5	1800	....	6	1020	2040	2[4]	585	600	2	2	1260	1440	1	1260	....	3[6]	1740	2100
Harrisburg, Pa.	3600	2040	4	1320	1740	..	....	....	..	....	....	..	..	....	....	..	....	....	..	....	....
Jacksonville, Fla.	4675	2200	4	1920	2100	4	960	1980	1	1260	....	..	1	1800	....	2	840	900	1	1380	....
Long Beach, Calif.	3300[2]	2400	9	1680	2100	7	1560	1800	2	1620	1680	2	..	....	....	..	....	....	6	1320	1620
Nashville, Tenn.	5000	....	6	1200	1740	4	1020	1440	..	....	....	..	4	1260	1500	..	....	....	1	1080	....
New Bedford, Mass.	4750	2580	6	1655	1655	3	1134	1134	..	....	....	..	8	1000	1489	2	1000	1000	2	1000	1489
New Haven, Conn.	5000	{2400 / 3000}	6	1700	3000	4	1640	1840	4	1200	1580	4	3	1260	1980	5	1260	1500	..	....	....
Norfolk, Va.	2700	1620	4	1242	1350	6¾	1080	1350	..	....	....	..	..	....	....	..	....	....	1	918	....
Paterson, N. J.	6000	....	4	2400	2500	5	1540	1700	..	....	....	..	..	....	....	..	....	....	1	1700	....
Peoria, Ill.	5000	2220[2]	6	1140	2820	1	1800	....	..	....	....	..	..	....	....	..	....	....	1	1140	....
Racine, Wis.	3600	....	5	1920	2300	5	1500	1860	..	....	....	..	1	1560	....	1	1320	....	..	....	....
Reading, Pa.	5000	2000[3]	4	1380	2000	2	1200	1320	1	900	....	1	3	1200	1200	..	....	....	..	....	....
Richmond, Va.	5000	2100[3]	6	1200	1800	..	....	....	2	900	1200	..	3	1320	1500	2	840	840	..	....	....
Saginaw, Mich.	4000	2200	2	2150	2300	2	1200	2000	..	....	....	..	..	....	....	..	....	....	3	1200	1260
St. Joseph, Mo.	4080	....	4	1560	1800	3	1200	1500	1	1200	....	1	1	1200	....	..	....	....	..	....	....
Salt Lake City, Utah	3000	2400[3]	3	1400	1980	3	1620	1740	½	534	....	1	15	1200	1740	3	1260	1320	1	2100	....
San Diego, Calif.	3120	....	9	1740	1920	7	1440	1620	5	1440	1500	5	2	1560	1560	..	....	....	4	1200	1380
Somerville, Mass.	4000	1950	3	1565	1617	3	1565	1565	1	1252	....	..	3	1356	1356	3	1356	1356	4	1252	1356
Spokane, Wash.	3600	....	5	2100	2160	5	1560	1680	..[5]	....	....	7	5	1560	1620	..	....	....	..	....	....
Tacoma, Wash.	3600	....	5	1980	2100	..	....	....	4	1500	1560	4	2	1560	1560	..	....	....	2	1410	1560
Trenton, N. J.	6000	....	5	2220	2400	3	2160	2220	..	....	....	..	5	1380	1740	4	1620	1740	..	....	....
Worcester, Mass.	5000	....	5	2100	2600	4	1800	2100	..	....	....	..	5	1075	1800	4	1000	1550	..	1000	1575
Yonkers, N. Y.	3500	2500	4	1800	2200	..	....	....	2	1200	1500	2	4	1500	1800	..	....	....	1	1800	....
Youngstown, Ohio	6000	....	4	2400	2700	4	1200	1320	..	....	....	..	4	1440	1800	..	....	....	2	1440	1500

1 County figures not included
2 Plus $300 for car maintenance
3 Acts also as department head
4 Half-time
5 Assistants in charge detailed from main library plus 2 professionals on substitute list
6 Paid by school board
7 At present filled by substitute. Regular beginning salary, $1500
8 Department head not included here

2 Plus $300 for car maintenance
3 Acts also as department head

sionals on substitute list

8 Department head not included here

Public Library Salaries in Cities from 75,000 to 199,000 Population

City	Catalogers[20] No.	Catalogers[20] Min.	Catalogers[20] Max.	Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants No.	Non-professional Assistants Min.	Non-professional Assistants Max.	Salary Expenditures Last Fiscal Year: Professional	Non-professional	Janitors, Engineers, Building Force	Total	Library Expenditures Last Fiscal Year	Population Served[15]	Circulation Last Fiscal Year
Albany, N. Y.	2	1200	1200	10	1140	1500	10[2]	900	1140	41,800	16,788[7]	3924	65,011	113,874	127,412[16]	795,250
Berkeley, Calif.	1	1620	....	4	1500	1740	4	1080	1580	56,000[5]	.....	5094	61,095	95,064	83,000	811,644
Bridgeport, Conn.	1	1500	....	10	1200	1850	49	540	1500	52,697	53,479	13330	119,508	195,334	146,716	1,480,096
Des Moines, Iowa	1	1500	....	2	1500	....	15½	840	1200	72,478[5]	.....	9506	.....	139,245	142,559	1,260,391
Duluth, Minn.	2	1200	1200	4	1620	1800	17	780	1380	34,761	12,640	9524	60,526	96,067	101,463	778,536
El Paso, Tex.	..	....	....	12	....	....	2	....	....	21,393	1980	1284	23,373	41,756[11]	102,421[17]	246,415
Erie, Pa.	1	1440	....	3	1440	1700	7	720	1080	18,180	14,723	5527	38,430	67,138	115,967	624,110
Evansville, Ind.	4	900	1620	14	900	1500	13	546	1020	58,350	10,147	5244	73,742	120,133	113,320[18]	848,433
Flint, Mich.	1	1500	....	5	1500	1620	22	720	1440	34,470	22,360	2100	58,930[10]	160,104[12]	156,492	1,378,330
Fort Wayne, Ind.	1	1620	....	26	....	....	19	....	....	71,086[5]	.....	9305	80,392	144,641	146,743[17]	1,133,955
Fort Worth, Tex.	..	....	....	6	720	900	4	624	720	19,841	2160	1747	23,749	57,401	163,447[17]	328,843
Gary, Ind.	3	1350	1770	6	1080	1680	5	30c[3]	960	57,138[5]	.....	8390	65,528	100,635	112,829[16]	812,390
Harrisburg, Pa.	3	1080	1320	9	....	....	3	....	....	28,700[5]	.....	1800	30,500	54,640	165,231[17]	745,393
Jacksonville, Fla.	..	....	....	8	900	1320	4	720	1320	.....	.....	2478	46,892	89,914	135,146	655,000
Long Beach, Calif.	4	1440	1620	14	1440	1800	20	864	1500	71,747	22,000	10,005	116,253	165,574	142,032	1,476,560
Nashville, Tenn.	1	1320	....	10	1080	1740	5	900	1320	28,820	2880	3432	35,132	57,915	153,866	318,457
New Bedford, Mass.	1	1655	....	..	....	....	..	....	....	41,412	.....	16,167[8]	.....	75,410	112,597	647,842
New Haven, Conn.	1	1800	....	6	1260	1760	14	900	1600	62,095[6]	23,378	10,217	95,690	146,289	162,655	1,132,394
Norfolk, Va.	1	918	....	5	918	1080	..	....	....	27,440	700	2000	30,140	50,545	129,710	433,047
Paterson, N. J.	2	1700	1800	17	1100	1800	..	....	....	54,341	.....	9562	63,903	95,385	138,513	568,821
Peoria, Ill.	1	1320	....	11	840	1500	4	780	1080	27,044	15,609	3281	.....	94,833[13]	104,969	776,319
Racine, Wis.	..	....	....	1[1]	1500	....	17½	600	1140	27,652	13,462	2970	47,046	79,848	86,103[17]	857,916
Reading, Pa.	1	1260	....	..	....	....	4	900	1080	18,460	7364	2616	28,440	49,020	111,171	509,027
Richmond, Va.	2	1320	1680	9	900	1500	11	720	840	36,559	8055	4662	49,276	79,312	182,929	706,151
Saginaw, Mich.	4	1090	1300	2	1900	1900	5	900	1560	.....	.....	.....	39,918	63,636	80,715	505,193
St. Joseph, Mo.	1	960	....	..	....	....	8	840	1080	19,668	11,313	2399	30,981	56,144	80,935	581,948
Salt Lake City, Utah	..	....	....	22½	960	1740	11	600	930	47,491	11,175	7631	58,666	103,460	140,267	1,000,732
San Diego, Calif.	2	1440	1620	5	1320	1500	21	780	1440	.....	.....	.....	94,731	140,582	147,995	1,549,790
Somerville, Mass.	..	....	....	15	886	1356	13	25c[3]	468	47,284	5170	10,565	63,020	100,489	103,908	630,919
Spokane, Wash.	..	....	....	10	1260	1380	5	1020	1800[4]	43,500	11,190	9990[9]	64,680	102,968	115,514	730,754
Tacoma, Wash.	1	1440	....	7	1200	1440	7½	780	1200	36,109	8246	4470	54,140	87,476	106,817	923,916
Trenton, N. J.	..	....	....	19	720	1200	15	....	....	.....	.....	.....	75,072	126,931	123,356	870,416
Worcester, Mass.	..	850	1000	28	1000	2100	18	800	1050	114,109[5]	.....	21,661	135,770	192,864[14]	195,311	1,225,805
Yonkers, N. Y.	..	....	....	6	1100	1450	..	....	....	32,900	2883	6259	42,043	67,311	134,646	636,652
Youngstown, Ohio	1	1440	....	6	960	1740	8	900	960	37,730	29,083	7224	74,037	114,178	190,000[19]	1,050,665

1 Serves half time as cataloger
2 Not including secretary, pages, or part-time assistants
3 Per hour
4 Includes secretary
5 Includes non-professional
6 Includes 3 retirement allowances
7 Plus $754 for substitutes of both grades
8 Includes substitute assistants
9 Includes some extra labor
10 Plus $21,650 paid by school board to school librarians
11 Includes $3974 for building
12 Includes $28,630 for building (not part of maintenance), but not $21,650 paid school librarians
13 Includes $8400 for real estate
14 Includes $10,262 for building
15 1930 U. S. Census used; city is governmental unit served unless otherwise specified
16 Township
17 Includes county
18 Includes city, county, and township
19 Greater Youngstown
20 Department head not included here

Public Library Salaries in Cities from 75,000 to 199,000 Population

City	Number of Full-Time Staff Members: Professional	Non-professional	Janitors, Engineers, Building Force	Total	Annual Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Janitors, Engineers, Building Force	Number of Special Holidays Allowed Full-Time Staff Members in Working Days: Professional	Non-professional	Hours per Week Required of Each Full-Time Staff Member: Professional	Non-professional	Special Compensation Given for: Sunday Work	Holiday Work	Date of Last General Salary Increase	Reduction in Salaries of Library Staff	Reduction in Library Budget
Albany, N. Y.	25	11½	3[2]	45	26	26	12	9	9	40	40	50c[30]	Closed	1930	None	None
Berkeley, Calif.	20	11	6	31	18	12	12	..[18]	..[18]	41	41	....	....	1930	None	None
Bridgeport, Conn.	28¾	56¼	10	95	26	18	12	11	11	41¼	41¼	3.00	3.00	....	None	None
Des Moines, Iowa	39½	24	8	71½	18	12	12	7½	7½	42½	42½	2.00[31] 4.00	2.00[31] 4.00	....	None	12%[29]
Duluth, Minn.	18	18	8	39	24	24	18	10	..	40	40	....	Closed	1929	None	11,675[29]
El Paso, Tex.	12	2	2	14	26	26	0	5	5	42	42	2.00	Closed	1929	None	None
Erie, Pa.	10	15	3	30	12	12	12	7	7	42	42	....	....	July, 1930	None	None
Evansville, Ind.	41	13	6	60	24[6]	18	0	7	7	42	42	....	....	June, 1916	None	None[31]
Flint, Mich.	22½	31½	1	55	24	24	12	7	7	42	42	....	....	July, 1930	10%[28]	8000
Fort Wayne, Ind.	26	19	12	45[4]	24	24	18	6	6	43½	43½	....	Closed	....	None	None
Fort Worth, Tex.	14	4	1½	18	12[7]	12	12	6	6	47	47	....	....	Apr., 1929	None	None
Gary, Ind.	35[1]	..	3[3]	..	26	..	12	7	..	42	..	Time and half	Time and half	Jan., 1931	None[27]	15%-20%[32]
Harrisburg, Pa.	..	..	2	23	24	..	..[14]	..	..	40	40	....	....	....	None	None
Jacksonville, Fla.	25	8	4	33	26	26	12	5	5	44	44	Closed	....	1929	None	6,000[29]
Long Beach, Calif.	42	30	6¾	79	12	12	12	11[19]	11[19]	42	42	....	....	1927	None[28]	11,913
Nashville, Tenn.	19	4	5	36[5]	18[8]	12	6	6	6	42	42	....	....	July, 1930	None	None
New Bedford, Mass.	27	7	5	36	18	12	18	1	3	42	42	2.50	2.50	1923	7%-10%	Yes
New Haven, Conn.	31	39	10	80	24	24	12	9	9	41½	41½	2.00[22]	....	Jan., 1931	10%[33] [30]	13,000[29] [30]
Norfolk, Va.	19¾	..	2½	23¾	26	..	6	7½	..	42	..	Closed	....	....	10%	10,911
Paterson, N. J.	30	..	9	39	20[9]	..	12	12	..	38½	..	....	....	Jan., 1930	None	None
Peoria, Ill.	20	9	4	..	24[10]	12-24	12	6	6	42	42	....	....	....	None	None
Racine, Wis.	15	17½	2	39	20[11]	20	12	7	7	41½	41½	....	Closed	July, 1930	None	1575[29]
Reading, Pa.	10	9	2½	21	18	18	..	..	..	40	40	2.00	2.00	....	None	None
Richmond, Va.	24	14½	5½	44	12	12	12	4	4	39	39	Closed	....	....	None	None
Saginaw, Mich.	..	..	4	20	24	24	12	6½	6½	41½	41½	3.00	....	1929	None	None
St. Joseph, Mo.	12	16	7	28	26	26	12	6	6	42	42	....	....	....	None	1149
Salt Lake City, Utah	..	..	5	42¾	18	6-18	14	12	12	40¼	..	....	50c[20]	Jan., 1931	None	6062
San Diego, Calif.	31	1	4¾	76¾	14	14	14	11	11	42	42	....	....	1929	None	6%
Somerville, Mass.	34	13	6	53	24	0	12	11	11	41	..	60c-1.25[20]	....	....	None	None
Spokane, Wash.	27	5	6½	47	12[12]	12[12]	12[12]	5	5	42	42	....	Double time[24]	1919[25]	None	5438[33]
Tacoma, Wash.	22	7	3½	59	24	24	26[15]	10	10	42	42	....	....	1921	None[2]	590
Trenton, N. J.	40	15	5	60	24	..	12[16]	6	..	40	40	....	....	....	5%[29]	4379
Worcester, Mass.	46	18	14	111	24[13]	24[13]	24[17]	10	10	41½	41½	5.00	....	Jan., 1931	None	10%[34]
Yonkers, N. Y.	19	2	5	26	26	..	12	9	..	38	..	....	....	1930	None	None
Youngstown, Ohio	22	13	8	35	26	26	12[16]	9	9	42	42	Double time[33]	Double time[23]	1929	None	None

1 Includes non-professional
2 Plus 4 part-time. Janitor, etc., of one branch paid from separate fund
3 Plus 4 part-time
4 Sixteen part-time employees not included
5 Plus one staff member paid by park board
6 Librarian and department heads; all others 18 days
7 After 15 years, 26 days
8 After 10 years, 24 days
9 After 4 years, 24 days
10 First year, 6 days; second year, 12 days; third year, 18 days
11 Librarian 28 days
12 Eighteen days for heads of departments, branch librarians, secretary, and all who have served 10 years; 26 days for librarian
13 After one year, 12 days; after 2 years, 18 days; after 5 years, 24 days
14 Irregular
15 Actually one month
16 Main library only
17 Janitresses, 12 days
18 Legal holidays
19 Plus general election days
20 Per hour
21 Junior assistants
22 In addition to regular rate
23 Not to exceed $1.50 per hour
24 Double time added to vacation
25 Partial increase in 1925
26 Four clerks and janitor. Librarian's salary reduced $250
27 Effective February, 1932, staff hours and pay reduced 25 per cent
28 Half-month leave without pay required
29 Effective in 1932
30 Salary reduction effective March, 1932, included
31 City levy raised from 8 cents to 9 cents September, 1931, because of new central building
32 Shrinkage in income because of unpaid taxes. Tax levy same
33 At own suggestion for 1932
34 Exclusive of salaries

PUBLIC LIBRARY SALARIES

In Cities from 25,000 to 70,000 Population

Salaries in Effect January, 1932

This table of salary statistics is the third prepared by the A. L. A. Committee on Salaries for public libraries in cities from 25,000 to 70,000 population and the sixth for the group of libraries classified in former years as small public libraries.

Sixty-five libraries were asked to contribute. The 48 libraries which responded represent 20 states and all sections of the nation.

Statistics of school librarians do not appear in the printed tabulation. Only 10 libraries reported school librarians. Of these there were 29 librarians with salaries ranging from $1,300 to $2,800; 9 professional assistants at $1,260 to $1,900; 21 non-professional assistants at $720 to $1,080.

In the matter of annual vacations, special holidays, and working hours per week, the figures for the non-professionals varied so slightly that, to conserve space, only the data of the professionals is printed in the introduction. Janitors' vacations, with few exceptions, were placed at 12 days.

Population Served

Total	2,215,502
Largest city	70,504
Smallest city	26,775
Average	46,156

Expenditures
January, 1932

Total	$2,066,271.00
Highest per capita	2.04
Lowest per capita	.23
Average	.92

Circulation

	No. of Volumes
Total	16,288,064
Highest per capita	12.4
Lowest per capita	1.8
Average	7.3

Per Cent of Total Expenditures
Spent on Staff Salaries

Total expenditure	$1,111,797.00
Highest per cent	77
Lowest per cent	38
Average	54

Cost per Book Circulated

Highest	$0.34
Lowest	.06
Average	.12

Volumes Circulated per Staff Member

Highest	47,061
Lowest	7,673
Average	23,235

Data of Professional Librarians Only

	Special Holidays	Work Hours per Week	Annual Vacations
Highest	13	48	35
Lowest	4	37	12
Average	7.4	41.1	22.7

Salaries of Chief Librarians
January, 1932

Highest	$6,000
Lowest	1,620
Average	2,983

Department Heads
Reference

Highest	$3,000
Lowest	900
Average	1,776

Circulation

Highest	$2,400
Lowest	800
Average	1,600

Catalog

Highest	$2,600
Lowest	1,200
Average	1,770

Children's

Highest	$2,800
Lowest	900
Average	1,733

By computing the figures for his or her own library and comparing them with those contained in this introduction, any librarian may easily secure the maximum of information with the minimum of time and effort.

JAMES ALONZO HOWARD, *Compiler,*
Public Library, Hammond, Indiana

Public Library Salaries in Cities from 25,000 to 70,000 Population

City	Librarian	Assistant Librarian	Department Heads: Reference	Department Heads: Circulation	Department Heads: Catalog	Department Heads: Children's	Branch Librarians: No.	Branch Librarians: Min.	Branch Librarians: Max.
Aliquippa, Pa.	2700	....	....	....	1800[13]	1800	..	....	....
Beaumont, Tex.[1]	3276	1944	1428	....[12]	1776	1428	..	....	....
Brookline, Mass.[2]	4000	....	1700	1800	2000	1800	2	1450	1800
Burlington, Iowa	2400	....	....	....	1500	1800	..	....	....
Cedar Rapids, Iowa[3]	2600	1620	1620	....	1440	1620	..	....	....
Colorado Springs, Colo.	1800	1500	....	....	....	....	1	1080	....
Council Bluffs, Iowa	2800	2400	2000	1500	....[12]	1800	..	....	....
Davenport, Iowa[4]	3000	....	1560	1800	1500	1800	1	1500	....
East Chicago, Ind.	4200	....	....	1800	1500	....	1	1720	....
East Cleveland, Ohio	3800	2900	2600	....	2600	2500	2	1600	1900
Evanston, Ill.[5]	3650	....	1900	....	2000	2300	1	1740	....
Great Falls, Mont.	2250	....	....	....	....	2070	..	....	....
Hammond, Ind.	3800	....	....	1920	2110	1920	6[14]	1080	1380
Haverhill, Mass.[6]	2900	....	1400	1350	1400	1350	2	1400	....
Hutchinson, Kan.	1800	1200	1380	....[12]	....	1080	..	....	....
Jackson, Mich.	2300	....	1180	1067	1880	1280	..	....	....
Joplin, Mo.	2100	1800	....[12]	....[12]	....	900	1	600	....
La Crosse, Wis.	2400	....	1800	....	1800	1620	2	1380	1380
Lakewood, Ohio	4200	2900	2000	....	....	2800	1	2200	....
Madison, Wis.	3200	....	....	....	2004	....	2	1800	1800
Moline, Ill.	2800	....	....	1320	1200	1500	..	....	....
Muncie, Ind.[7]	2400	....	1860	....	....	1380	1	1380	....
Muskegon, Mich.[8]	6000	2700	2400	2400	....[12]	2500	..	....	....
Muskogee, Okla.[9]	2700	....	1200	800	1440	1680	2	780	900
Ogden, Utah	1620	720	900	900	....	....	..	....	....
Perth Amboy, N. J.	3000	1740	....	....	....	....	1	1500	....
Phoenix, Ariz.	2400	1860	1680	1680	....[12]	1380	1	1680	....
Port Arthur, Tex.	2250	....	....	....	....	....	..	....	....
Pueblo, Colo.	1800	....	....	....	....	....	..	....	....
Rock Island, Ill.	2220	1740	....	....	....[12]	1440	..	....	....
Sioux Falls, S. D.	1800	1500	....	....	....	1500	1	1140	....
Springfield, Mo.	2160	....	....	....	....	....	1[15]	1200	....
Superior, Wis.	2400	....	1800	1260	1620	1740	1	1440	....
Tucson, Ariz.	2100	1620	....	....	....	....	..	....	....
Waltham, Mass.[10]	3750	1900	....	....[12]	1650	1400	1	1400	....
Watertown, Mass.	3000	....	....	....	1700	1500	1	1700	....
White Plains, N. Y.[11]	3000	2200	2400	1800	2300	2300	..	....	....
Williamsport, Pa.	4500	2300	1750	1400	....[12]	1400	..	....	....

City	Librarians of Sub-Branches: No.	Librarians of Sub-Branches: Min.	Librarians of Sub-Branches: Max.	Children's Librarians[16]: No.	Children's Librarians[16]: Min.	Children's Librarians[16]: Max.	Catalogers[10]: No.	Catalogers[10]: Min.	Catalogers[10]: Max.
Aliquippa, Pa.	..	....	....	..	....	....	..	....	....
Beaumont, Tex.	..	....	....	..	....	....	..	....	....
Brookline, Mass.	¼	300	....	2	1375	1600	1	1300	....
Burlington, Iowa	..	....	....	1	1080	....	..	....	....
Cedar Rapids, Iowa	..	....	....	..	....	....	..	....	....
Colorado Springs, Colo.	..	....	....	..	....	....	..	....	....
Council Bluffs, Iowa	..	....	....	..	....	....	..	....	....
Davenport, Iowa	3	780	960	..	....	....	..	....	....
East Chicago, Ind.	2	1500	1650	2	1650	1650	..	....	....
East Cleveland, Ohio	..	....	....	2	1500	1500	..	....	....
Evanston, Ill.	2	1440	1560	2	1500	1600	2	1740	1780
Great Falls, Mont.	..	....	....	1	1590	....	½	70c per hour	....
Hammond, Ind.	..	....	....	..	....	....	..	....	....
Haverhill, Mass.	5	Part-time	....	..	....	....	2	1150	1400
Hutchinson, Kan.	..	....	....	..	....	....	..	....	....
Jackson, Mich.	2	811	1047	..	....	....	..	....	....
Joplin, Mo.	2	480	....	1	Part-time	....	..	....	....
La Crosse, Wis.	..	....	....	..	....	....	..	....	....
Lakewood, Ohio	..	....	....	4	1560	2000	2	1900	1900
Madison, Wis.	..	....	....	1	1800	....	..	....	....
Moline, Ill.	..	....	....	..	....	....	..	....	....
Muncie, Ind.	..	....	....	1	900	....	1	1080	....
Muskegon, Mich.	1	1800	....	3	1500	1560	1	1600	....
Muskogee, Okla.	1	800	....	..	....	....	..	....	....
Ogden, Utah	..	....	....	1	1020	....	..	....	....
Perth Amboy, N. J.	..	....	....	1	1200	....	1	1440	....
Phoenix, Ariz.	1	1200	....	1	1080	....	..	....	....
Port Arthur, Tex.	..	....	....	..	....	....	..	....	....
Pueblo, Colo.	¼	636	....	..	....	....	..	....	....
Rock Island, Ill.	1	960	....	..	....	....	..	....	....
Sioux Falls, S. D.	..	....	....	..	....	....	..	....	....
Springfield, Mo.	..	....	....	1	1680	....	1	1800	....
Superior, Wis.	..	....	....	..	....	....	..	....	....
Tucson, Ariz.	..	....	....	1	1320	....	..	....	....
Waltham, Mass.	1	1300	....	..	....	....	..	....	....
Watertown, Mass.	2	1000	1500	2	1400	1400	..	....	....
White Plains, N. Y.	..	....	....	1	1900	....	..	....	....
Williamsport, Pa.	½	540	....	..	....	....	..	....	....

1 Also has head of county department, $1500; has head of combination order and school department, $1716
2 Also has combination head of order department and librarian's secretary, $2000; school librarian, $1800
3 Also has head of extension department, $1620; head of school department, $1620
4 Also has head of extension department, $1500; head of order department, $1800
5 Also has head of other departments: order, $1900; high school, $1800; art and music, $1740
6 Also has head of order department, $1400
7 Also has head of extension department, $1560
8 Also has head of extension department, $2200
9 Also has head of extension department, $1080
10 Also has head of school department, $1150
11 Also has head of order department, $2200
12 Department in charge of assistant librarian
13 Also head of reference department
14 All branch librarians are non-professionals
15 Negro branch; trained librarian; salary paid jointly by school and library boards
16 Department head not included here

Public Library Salaries in Cities from 25,000 to 70,000 Population

City	Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants No.	Non-professional Assistants Min.	Non-professional Assistants Max.	Salary Expenditures Last Fiscal Year: Professional	Non-professional	Janitors, Engineers, Building Force	Total
Aliquippa, Pa.	1	1380	....	2	780	1140	6990	2762	3600	13,352
Beaumont, Tex.	2	1040	1140	2¾[1]	600	1260	14,700[2]	13,660	1150	27,705[4]
Brookline, Mass.	5	1300	1500	5½	1225	1300	31,475	11,214	6325	49,014
Burlington, Iowa	1	1140	....	3½	600	900	17,920	2763	1232	11,915
Cedar Rapids, Iowa	5	1320	1560	2	960	1140	17,407	3163	1959	22,529
Colorado Springs, Colo.	2¾	1020	1380	1½	35c[22]	50c[22]	7626	2504	1562	11,693
Council Bluffs, Iowa	..	....	....	3	840	1140	9000	6835	1913	17,748
Davenport, Iowa	..	....	....	2	1200	1320	12,960	11,879	3961	28,800
East Chicago, Ind.	..	....	....	5	840	1650	7420	14,434	2990	24,844
East Cleveland, Ohio	3	1600	1600	9	840	1340	31,098	11,012	5518	47,629
Evanston, Ill.	5	1320	1900	2	1080	1200	36,225	7612	4403	48,154
Great Falls, Mont.	..	....	....	..	....	....	7638	2460	1620	11,718
Hammond, Ind.	..	....	....	5	840	1440	9750	16,448	2545	28,743
Haverhill, Mass.	4	1000	1400	4	....	....	19,643	4418	1892	25,954
Hutchinson, Kan.	..	....	....	..	....	....	6050	1582	1320	8952
Jackson, Mich.	1	844	....	4	784	811	10,006	4591	1428	16,025
Joplin, Mo.	..	....	....	1	480	....	3900	4888	1496	10,284
La Crosse, Wis.	2	1200	1260	5	25c[23]	35c[23]	12,849	3525	1772	18,137
Lakewood, Ohio	3	1500	1900	15	840	1500	.....	....	4015	67,878
Madison, Wis.	3	1300	1800	9	900	1380	35,960	9404	3178	48,364
Moline, Ill.	..	....	....	4	630	780	4609	5424	1392	11,426
Muncie, Ind.	..	....	....	4	436	840	9660	3100	1980	13,155
Muskegon, Mich.	2	1500	1660	9	840	1620	....	....	4256	52,852
Muskogee, Okla.	2	720	1080	2[3]	600	600	....	....	1080	15,345
Ogden, Utah	..	....	....	3	660	660	5028	1980	1080	8988
Perth Amboy, N. J.	5	1080	1440	4	720	1020	14,639	3350	3807	21,796
Phoenix, Ariz.	4	1260	1500	4	1260	1500	18,066	720	1620	20,406
Port Arthur, Tex.	3	1080	1740	1	720	....	6260	720	360	7340
Pueblo, Colo.	2	1320	....	1	1020	....	....	....	930	6348
Rock Island, Ill.	3	990	1740	4	485	1080	6396	4365	1440	12,201
Sioux Falls, S. D.	1	1000	....	..	....	....	4627	....	....	.....
Springfield, Mo.	4	960	1720	5	300	720	9843	3272	1386	14,502
Superior, Wis.	4	840	960	1½	720	....	14,598	1141	2976	18,716
Tucson, Ariz.	1	1200	....	..	....	....	.....	....	....	15,407
Waltham, Mass.	5	1100	1650	2	850	1100	18,159	1383	3987	25,204
Watertown, Mass.	4	1300	1600	2	900	1000	18,766	2602	2830	24,198
White Plains, N. Y.	..	....	....	6	500	1400	18,100	6900	2200	27,500
Williamsport, Pa.	4	1100	1300	1	1400	....	16,663	1400	1755	19,818

City	Library Expenditures Last Fiscal Year	Population Served[11]	Circulation Last Fiscal Year	Number of Full-Time Staff Members: Professional	Non-professional	Janitors, Engineers, Building Force	Total
Aliquippa, Pa.	21,836	27,122	165,271	4	3½	3	10½
Beaumont, Tex.	63,733[5]	57,483[12]	398,962[17]	8[19]	11½[21]	1	20½[22]
Brookline, Mass.	73,663	47,490	423,796	17	7	2¾	26¾
Burlington, Iowa	25,117[6]	26,775	236,812	5	3½	1	9½
Cedar Rapids, Iowa	40,515	56,081	342,602	11	3	1½	15½
Colorado Springs, Colo.	21,650	33,237[13]	201,479	5¾[20]	1½	1½	8½
Council Bluffs, Iowa	36,068	42,043	229,085	4	4	2	10
Davenport, Iowa	54,774	60,728	579,140	7	12	3	22
East Chicago, Ind.	97,092[7]	54,660	326,688	3	11½	2	16½
East Cleveland, Ohio	75,506[8]	42,800	465,494	14	13 7/10	3	30 7/10
Evanston, Ill.	73,399	63,338	621,829	18	6	3	27
Great Falls, Mont.	22,876	28,822	266,471	4½	3	1	8½
Hammond, Ind.	116,000[9]	64,500	729,457	4	11½	1½	17
Haverhill, Mass.	45,306	48,710	343,135	14	4	3	21
Hutchinson, Kan.	17,504	27,085	211,525	3	3	1	7
Jackson, Mich.	25,922	55,185	270,903	8	5	1½	14½
Joplin, Mo.	15,611	33,456	236,868	8	1	2	11
La Crosse, Wis.	31,439	39,614	313,885	8	5	1½	14½
Lakewood, Ohio	104,623[10]	70,504	587,601	19½	16	3	38½
Madison, Wis.	74,771	57,899	538,586	20	9	4	33
Moline, Ill.	23,438	32,236	245,669	3	6½	1	10½
Muncie, Ind.	33,754	46,548[14]	406,483	6	3	2	11
Muskegon, Mich.	88,439	62,907[15]	732,317	21	14	4	39
Muskogee, Okla.	29,289	32,026	320,401	10	5	1	15
Ogden, Utah	17,157	40,272	154,874	5	3	1	9
Perth Amboy, N. J.	40,000	43,516	323,016	10	4	3	17
Phoenix, Ariz.	35,023	48,118	366,959	12	1	1	14
Port Arthur, Tex.	11,805	50,902	143,416	4	1	½	5½
Pueblo, Colo.	12,996	50,096	197,476	4	½	1	5½
Rock Island, Ill.	24,232	37,953[14]	257,017	3	4	1	8
Sioux Falls, S. D.	21,934	33,360	92,516	..	..	..	5
Springfield, Mo.	28,408	57,527	220,024	8	..	1	..
Superior, Wis.	29,801	36,113	287,774[18]	10	1½	2	13½
Tucson, Ariz.	.....	32,506	237,748	4	3	1	8
Waltham, Mass.	40,425	39,247	486,964	12	2	2	16
Watertown, Mass.	38,962	34,913	364,955	11	3	1¾	15¾
White Plains, N. Y.	45,785	35,830	342,250	8	6½	1	15½
Williamsport, Pa.	30,265	45,729[16]	264,666	11	1	1½	13½

1 Plus 3½ county work. 2 Also has half-time shelver at $240. 3 Plus county $1200. 4 Plus county $3005. 5 Plus county $12,400. 6 $5247 of this for building alterations. 7 Includes $52,716 for building cost. 8 Includes $4166 for sinking fund. 9 $61,762 spent in building of 3 branches. 10 Includes $16,900 bond retirement. 11 1930 U. S. Census used; city is governmental unit served unless otherwise specified. 12 Serves county as well as city, excepting Gates Memorial Library at Port Arthur to which it gives limited service; county population 23,812. 13 Library supported by city only, but used by county residents free of charge; no organized county service. 14 Serves township as well as city. 15 Serves Muskegon Heights as well as city. 16 Serves county as well as city. 17 Plus county 68,843. 18 Does not include 35,734 pictures and clippings. 19 Plus one county. 20 One assistant gives ½ of her time to El Paso County Medical Library. 21 Plus county 3½. 22 Plus county 4½. 23 Per hour.

Public Library Salaries in Cities from 25,000 to 70,000 Population

City	Annual Vacation Allowance of Full-Time Staff Members in Working Days			Number of Special Holidays Allowed Full-Time Staff Members in Working Days		Hours per Week Required of Each Full-Time Staff Member		Special Compensation Given for:		Date of Last General Salary Increase	Reduction in Salaries of Library Staff	Reduction in Library Budget
	Professional	Non-professional	Janitors, Engineers, Building Force	Professional	Non-professional	Professional	Non-professional	Sunday Work	Holiday Work			
Aliquippa, Pa.	24	24	12	3	3	42	42	No	No	Jan., 1930	No	4550
Beaumont, Tex.	26	26	6	6	6	40	40	No	No	July, 1930	5–7½–10%	3383
Brookline, Mass.	28	28	28	13	13	40[10]	40[10]	No	No	1920	No	No
Burlington, Iowa	26	26	12	6	6	41	41	...	...	July, 1929	No	No
Cedar Rapids, Iowa	26	26	0	5	5	42	42	25c per hour	25c per hour	April, 1928	No	No
Colorado Springs, Colo.	26	0[6]	12	8	0[6]	37	0[6]	No	No	1927	No	No
Council Bluffs, Iowa	26	12–18[7]	12	7	7	41½	41½	{Added to Vacation}	{Added to Vacation}	....	No	No
Davenport, Iowa	18	18	12	9	9	41	41	...	50c per hour	1930	No	No
East Chicago, Ind.	12	12	0	7	7	42	42	No	No	Jan., 1931	No	9241
East Cleveland, Ohio	26	26	12	10	10	40	40	Not open	Not open	May, 1930	No[11]	No
Evanston, Ill.	21–35	14	14	8	8	40–42	42	50c per hour	50c per hour	Jan., 1930	No	25%[13]
Great Falls, Mont.	26	12	0	7	7	38	38	35c per hour	35c per hour	July, 1929	No	No
Hammond, Ind.	24	24	12	7	7	42	42	Double time	Not open	Jan., 1931	No	No[14]
Haverhill, Mass.	24	..	12	..	..	41	Varying	40c–60c per hour	...	Jan., 1924	No	No
Hutchinson, Kan.	12	12	12	4	4	48	48	No	No	Not for many years	No	No
Jackson, Mich.	26[1]	26	12	7	7	42	42	No	No	1929	2–8%	4191
Joplin, Mo.	26	12	12	..	..	40	30	No	Not open	1927	No	No
La Crosse, Wis.	26	0[6]	12	8	8[6]	42	Varying[6]	1 per day	Not open	Jan., 1924	No	No
Lakewood, Ohio	26	12–18–26[8]	12	7	7	40	40	Not open	Not open	Jan., 1931	No	No[14]
Madison, Wis.	26	26	12	7[9]	7[9]	42	42	Time off	Not open	1929	No	683
Moline, Ill.	13–26[2]	13	13	6	6	42	42	No	No	April, 1931	No	No
Muncie, Ind.	12	12	2	..	..	41	41	No	No	Dec., 1930	No	20%—6837
Muskegon, Mich.	26	26	12	6	6	41½	41½	1–2 per day	1–2 per day	July, 1930	No	No
Muskogee, Okla.	15	15	7	6	6	44	44	No	No	....	600	4000
Ogden, Utah	14	14	0	6	6	42	42	No	No	1925	No	1500
Perth Amboy, N. J.	26	26	12	6	6	40	40	...	3 per day	Jan., 1931	{1 month's salary 4% 2 weeks vacation without pay}	5000
Phoenix, Ariz.	12	12	12	7	7	38	44	No	No	Jan., 1930	{1 month's salary 4% 2 weeks vacation without pay}	{7000 20%}
Port Arthur, Tex.	12	12	12	8	8	42	42	No	No	April, 1930	No	10%
Pueblo, Colo.	26	26	12	6	6	40	40	No	...	1930	No	No
Rock Island, Ill.	24	12	24	6	6	42	10	No	No	1930	No	No
Sioux Falls, S. D.	12	12	12	7	..	40	6	No	No	1930	No	No
Springfield, Mo.	26[3]	..	12	..	..	42–44	42	35c per hour	Not open	Regular scheme	No	No
Superior, Wis.	18	18	12	8	8	40	40	1.50 per day	1.50 per day	1929	No[12]	2000
Tucson, Ariz.	26	26	26	..	..	42	42	No	No	1930	No	No
Waltham, Mass.	18	..[6]	18	10	..[6]	42	42	Not open	Not open	1929	No	3400[15]
Watertown, Mass.	24[4]	24[4]	12	11	11	39	39	Not open	Not open	1931	No	No
White Plains, N. Y.	26[5]	26[5]	12	..	..	39–40	40	Not open	Not open	1929	No	No
Williamsport, Pa.	24	24	12	7	7	38	38	...	...	Regular scheme	No	No

1 Librarian 2 weeks, balance of staff 4 weeks
2 Chief librarian only 26 days
3 After the third year
4 Three weeks in summer and 6 days during the year
5 First year of service 12 days
6 Non-professionals paid by the hour
7 First year 2 weeks; second year 3 weeks
8 Two weeks after first year, 3 after second year, month after 3 years' service
9 Plus 2 in even years, due to state election laws
10 Forty hours for 9 months; 39 hours for 3 months
11 But one resigned assistant was not replaced and 2 were replaced with persons of less training at a lower salary
12 New people are hired at lower salaries
13 Because Cook County, Ill., can borrow only 75 per cent of budget
14 Received about $10,000 less than was budgeted in 1931
15 For 1932

PUBLIC LIBRARY SALARIES

In Cities from 5,000 to 20,000 Population

Salaries in Effect January, 1932

Comparisons with last year's figures for libraries in this group are favorable rather than otherwise, though by small margin. The increase in salary totals in the 25 libraries reporting both years was 2 per cent. Per capita expenditure increased from 87 to 94 cents and per capita circulation from 7.63 to 9.06, while the cost per unit was reduced ½ cent. Average annual salaries for both librarians and assistants also show a slight increase, the first $55, the second $65. It may be remarked that the most notable increase is in the circulation figure.

The class of libraries included in this population range represents about the smallest libraries whose salary statistics have much meaning for comparison. The libraries have been chosen with a wide inclusiveness. Twenty-one states are represented. City, town, or village libraries number 23; 4 serve townships; and 2 serve counties.

Sixty-three libraries have been asked for information; 42 have replied, of which number 11 reports are requested to be held as confidential and 31 are published in the ble. Last year's tabulation included 26 of these, while 5 are new. The smallest population represented is 5,082, the largest 20,806. The population average is 12,047, with 9 cities under 10,000. The smallest amount expended is $4,582, the largest amount, $36,555. Per capita expenditure is 94 cents. The lowest per capita expenditure is 46 cents, the highest $2.61, 10 libraries spending more than $1 per capita. The circulation per capita shown is 9.06, with a unit cost of 10½ cents.

The proportion of all expenditures used for salaries is 51.7 per cent, the librarians receiving a little more than 30 per cent of the salary budget. The librarians' salaries ranged from $1,200 to $3,000, the average being $1,879. One hundred and thirty assistants, with a range of $600 to $2,160, have an average of $985. Of the 25 libraries reporting last year, 8 show an increase in total for salaries, and 17 a loss, the highest decrease being 20 per cent, the highest increase 30 per cent. Children's librarians again lead, showing 15 employed, as against 6 catalogers and 5 branch librarians. This leaves about 100 general assistants, only 20 of whom are qualified as professional. Fifteen per cent of the salary budget goes to the building force, with a low expenditure of $120 and a high of $2,100. Salary reductions are noted in only 3 cases: in 2, 10 per cent; and in one, from 5 to 15 per cent. In 12 of the 31 libraries a general salary increase was given in 1931; in 4, 1930; in 5, 1929; in 4, 1928 and in one, 1927 and 1926. Four libraries did not report.

Of the 31 librarians, 16 show both college and library school training, while 7 have college and other training. All the remainder have some training, though showing less than college education. The library hours per week in 12 libraries are 42; 5 require more, ranging from 42½ to 51 hours. Twelve libraries require from 36 to 41½ hours. In 13 libraries, the librarians and the assistants receive the same vacations. Librarians in 18 libraries and assistants in 4 libraries receive 24 or more days for vacation. Librarians in 12 libraries and assistants in 16 libraries receive from 12 to 21 working days for vacation. Twelve libraries grant the building force 12 days for vacation. Two libraries report the janitor's vacation as 6 days and 6 indicate that he is given no vacation. Six to 12 holidays are allowed to librarians in 28 libraries, while 16 allow them to assistants. In only one library are assistants paid extra for holiday work, 6 do not pay, and the others remain closed or did not report. In 5 libraries Sunday workers are paid extra, 7 do not pay, and the others remain closed or did not report.

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Public Library Salaries in Cities from 5,000 to 20,000 Population

City	Librarian	Preparation	First Assistant	Branch Librarians	Children's Librarians	Catalogers	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants Min.	Non-professional Assistants Max.	Number and Preparation of Assistants	Salary Expenditures Last Fiscal Year: Professional	Non-professional	Janitors, Engineers, Building Force	Total	Library Expenditures Last Fiscal Year
Beatrice, Neb.	1800	a	840	....	720	....	....	....	....	....	4	2712	....	618	3330	8290
Billings, Mont.	2100	c	....	....	1400	....	1200	....	540	1200	5½ a,d,h,j	5160	1646	928	6806	14,077
Brattleboro, Vt.	1580	f	1080	....	700	....	840	....	....	....	3 i	....	....	720	5004	8840
Brigham, Utah	1200	b	....	....	....	....	....	....	720	....	1 j	1200	720	540	1840	4671
Cairo, Ill.	1980	f	780	360	....	....	....	....	600	600	5 j	....	....	1004	4493	10,338
Dixon, Ill.	1320	e	960	....	....	....	....	....	....	....	2 i	2280	....	120	....	4582
Dover, N. H.	1300	a	1100	....	1000	1000	....	....	1000	....	5 c,i,j	1000	4400	900	5400	9774
Grand Forks, N. D.	1800	a	1300	....	....	....	....	....	450	....	2 a,c	3100	400	720	4270	8228
Hempstead, N. Y.	2275	g	1800	....	....	1200	....	....	780	1000	7 f	5275	1780	840	8421	19,467
Highland Park, Ill.	3000	a	....	....	1980	1710	1620	1710	450	....	4½ a,i	....	398	1200	9723	18,698
Hoquiam, Wash.	1920	a	1200	....	....	....	960	....	25c	25c	5 a,f,j	3520	1643	600	5163	16,110
Idaho Falls, Idaho	1620	a	....	....	1200	....	....	....	480	600	3 h	2760	1169	1200	5129	9746
Iowa City, Iowa	2100	e	900	....	900	....	....	....	550	660	7 d,h	2100	4244	1020	7364	14,928
Jacksonville, Ill.	2300	a	....	....	1680	840	840	1680	Hour	....	7 b,i,j	7061	545	1187	8794	15,802
Lakewood, N. J.	1620	a	1494	....	1304	....	1284	....	....	....	3 a,f,j	5728	....	900	6628	10,586
La Porte, Ind.	1980	f	1380	....	....	....	1260	....	900	....	4½ f,j	....	....	1230	5949	14,723
Lawrence, Kan.	1800	b	1380	....	1200	....	1020	....	....	....	3 j	....	....	978	5492	10,088
Minot, N. D.	1800	a	1200	....	1000	....	....	....	....	....	4 i,j	1800	2720	800	4520	8814
Mitchell, S. D.	1440	b	900	....	....	....	....	....	660	840	4 i,j	2130	1554	309	3684	12,873
Neenah, Wis.	1620	f	1200	....	....	....	....	....	720	....	2 f,j	1620	1787	1500	3407	8965
Northbridge, Mass.	1890	f	....	45c[8]	....	....	1080	....	15c	45c	2½ i,j	3300	1313	890	4613	8830
Ogdensburg, N. Y.	1800	a	950	380	....	....	....	....	600	....	6 j	2750	1965	1261	5976[4]	10,900
Ontario, Calif.	1500	a	1200	....	810[7]	....	1080	1080	....	....	3¾ a,f,i	....	....	814	6572	12,541
Palo Alto, Calif.	2760	b	2100	1680	....	2160	1500	2100	960	1080	10 a,b,g	15,240	2640	2100[14]	17,880	36,535
Pocatello, Idaho	1620	a	1242	600	972	....	....	....	540	1026	5 b,c,d,j	1800	4893	925	7618	12,220
River Forest, Ill.	2750	a	....	....	2100	....	780	....	....	....	2 a,c	5709	....	845	6554	13,707
San Mateo, Calif.	2400	b	1680	....	....	1560	1320	1560	35c	40c	5½ a,i,j	9695	371	1020	11,086	20,088
Sedalia, Mo.	1800	a	1200	....	....	....	600	1000	....	....	5 b,i,j	5566	103	780	5566	13,108
Trinidad, Colo.	1500	a	1140	....	....	....	....	....	720	1140	3 j	1500	1860	600	4320	7502
Warsaw, Ind.	1800	f	1200	....	1200	....	....	....	600	....	3 b,f,j	4200	577	1230	4777	10,954
Wooster, Ohio	....	a	....	....	....	....	....	....	....	....	3 c	3455	683	501	4138	9551

City	Population Served[15]	Circulation Last Fiscal Year	Annual Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Janitors, Engineers, Building Force	Number of Special Holidays Allowed Full-Time Staff Members in Working Days: Professional	Non-professional	Hours per Week Required of Each Full-Time Staff Member: Professional	Non-professional	Special Compensation Given for: Sunday Work	Holiday Work	Date of Last General Salary Increase	Reduction in Salaries of Library Staff	Reduction in Library Budget
Beatrice, Neb.	10,291	79,723	6	6	6	7	..	42	18	..	..	1929	No	100
Billings, Mont.	16,780	109,044	26	26	..	6	6	41½	41½	No	..	1931	No	No
Brattleboro, Vt.	9814[10]	123,452	26	12	..	12	..	38	42	..	..	1930	No	No
Brigham, Utah	5082	47,374	12	12	..	7	7	51	48	No	No	1931	No	No
Cairo, Ill.	13,532	140,528	12	12	..	7	..	42	..	..	..	1931	No	No
Dixon, Ill.	9897	46,048	12	12	..	9	..	39	..	..	..	1931	No	No
Dover, N. H.	13,573	71,990	18	18	12	All	All	40	40	1.00	..	1927	No	100
Grand Forks, N. D.	17,175	67,558	26	12	12	6	6	40½	..	No	No	1931	No	No
Hempstead, N. Y.	12,654	130,802	18	18	12	10	10	40	40	..	..	1931	No	No
Highland Park, Ill.	12,203	100,662	26	0	0	7	..	42	..	..	..	1931	No	..
Hoquiam, Wash.	12,500	125,325	26	12	..	8	8	42	42	1.50	Closed	1928	5–15%	10%
Idaho Falls, Idaho	9363	65,393	26	12	12	10	10	42	42	..	..	1931	No	No
Iowa City, Iowa	15,342	171,198	28	21	14	8	8	..	40	No	No	....	No	No
Jacksonville, Ill.	17,747	123,058	26	0	12	9	0	42	..	Closed	Closed	1931	No	No
Lakewood, N. J.	7821[10]	80,224	12	..	12	11	..	41	..	Closed	Closed	....	No	No
La Porte, Ind.	15,755	117,359	12	..	..	7	7	42	..	..	..	1930	No	No
Lawrence, Kan.	13,524	116,281	24	24	..	..	..	42	..	Closed	Closed	1928	No	No
Minot, N. D.	18,000[12]	173,361	26	12	..	6	6	42	42	No	No	1928	No	200
Mitchell, S. D.	10,942	86,956	12	12	0	6	6	48	48	..	..	1931	No	No
Neenah, Wis.	9121[10]	83,834	12	12	12	6	6	45	42	Closed	Closed	1930	No	No
Northbridge, Mass.	9678[11]	102,658	24	24	6	10	0	40	..	Closed	Closed	1928	10%	220
Ogdensburg, N. Y.	16,915	114,892	26	6	12	7	7	36½	13	..	..	1930	No	500
Ontario, Calif.	13,583	135,733	24	..	12	9	..	42	..	1.50	..	1929	No	No
Palo Alto, Calif.	14,000	199,565	30	30	3	8	8	40	40	.. [9]	.. [9]	1931	No	Nominal
Pocatello, Idaho	16,471	141,861	26	12	0	8	8	42	42	No	No	1929	10%	2000
River Forest, Ill.	8829[13]	70,537	26	..	0	7	..	41	..	..	..	1929	No	1000
San Mateo, Calif.	13,439	137,647	12	0	0	8	..	39	..	Double	..	1931	No	No
Sedalia, Mo.	20,806[13]	123,786	26	..	0	4	..	42	..	No	No	....	No	Yes
Trinidad, Colo.	11,732	89,794	12	..	..	..	..	48½	48½	No	No	....	No	No
Warsaw, Ind.	7258[10]	95,349	12	12	12	7	7	43	43	..	..	1929	No	No
Wooster, Ohio	10,742	104,383	26	0	..	6	..	42½	..	Closed	..	1926	No	Pending

Letters used in the columns headed "Preparation" have the following significance: a, Library school and college; b, Summer session in library science and college; c, Training class in library science and college; d, Apprentice class in library science and college; e, Library school and high school; f, Summer session in library science and high school; g, Training class in library science and high school; h, Apprentice class in library science and high school; i, Experience only and college; j, Experience only and high school.

1 Year ending April 30, 1932, income loss $2500. 2 Building $5172. 3 All salaries cut 10 per cent January 1, 1932. 4 Include curator of museum, $600. 5 Includes building $2840, with bills unpaid $1635, also covers 13 months due to change in year. 6 For year ending April 30, 1932. 7 On two-thirds time 8 Per hour. 9 Professional staff given time off; non-professional 50c an hour. 10 Township. 11 Town. 12 County. 13 Village 14 Includes salary for pages. 15 U. S. Census used; city is governmental unit served unless otherwise specified.

UNIVERSITY AND COLLEGE LIBRARY SALARIES

In Effect January, 1932

College and university libraries for which salary statistics are given are the same as those included in tables for 1930. Certain new items in the tabulation, such as months of service, vacation allowances, special holidays, hours of service per week, and the effect of the depression on college and university budgets should prove of interest. In connection with this last item it should be observed that the statistics for next year's tables are likely to be more significant than the figures submitted in this tabulation.

Certain difficulties in definition and in the interpretation of the questions comprised in the tabular scheme continue to perplex the compiler and the Committee on Salaries. "Months of Actual Service Required of Full-Time Staff Members," in spite of an attempt at definition by the committee, resulted in variable replies. "Department Heads" evidently needs further definition if comparative figures are to be of value. These and other items which could be mentioned merely indicate that the framing of the ideal information blank for this group is a matter for further experiment.

Grateful acknowledgment is hereby returned to the librarians and staff members of the libraries who furnished the information requested. The full reports are on file at the headquarters office and contain material which is not adaptable to statistical tabulation. It is hoped that in making use of these tables, libraries and librarians will not be tempted to generalize too freely.

EARL N. MANCHESTER, *Compiler*
Ohio State University, Columbus

Library	Salary Expenditures Last Fiscal Year Ending June, 1931				Library Expenditures Last Fiscal Year Ending June, 1931						
	Professional	Non-professional	Students	Total	Binding	Equipment	Staff and Student Salaries	Books	Periodicals	Supplies	Other	Total
Amherst	18,150	2870	1951	22,971	2588	.....	22,971	10,633	4942	769	.....	41,906
Bowdoin[17]	10,800	4137	2110	17,048	1301	556	17,048	8022	1701	456	3209	32,297
Brown	34,400	15,866	3300	53,566	8084	.....	53,566	53,666	5138	5490	.....	125,945
Dartmouth	50,500	21,100	4550	76,150	6959	25,720[18]	76,150	67,378	10,528	4637	2538	191,372
Iowa State	.....	.....	.....	48,980	8000	.....	54,980	36,100	8000	2480	.....	109,560
McGill[19]	.....	.....	.....	39,531	7775	1617	39,531	37,752	.....	775	18,442[20]	105,895
Northwestern	73,850	18,570	10,287	102,707	12,565	4153	102,707	88,552[22]	.....	6424[20]	.....	227,439
Ohio State[21]	55,605	27,500	25,741	83,105	13,750	8152	108,846	30,075	29,000	5072	510	195,405
Princeton	74,000	36,602	1013	111,615	.....	.....	111,615	.....	.....	.....	.....	192,895
Purdue	.....	.....	2400	22,305	.....	.....	22,305	23,000	.....	2035	.....	47,340
Syracuse	42,300	2700	4000	49,000	3600	1360	49,000	13,550	6850	1700	610	76,670
U. of California[2]	90,248	9431	52,387	152,067	17,396	528	152,067	84,118[23]	.....	12,514	.....	.....
U. of Chicago	128,772	57,771	49,863	236,407	24,782	3555	236,407	103,363	55,955	16,286	.....	440,351
U. of Cincinnati	34,070	20,772	7065	61,907	3500	800	61,907	69,079[23]	.....	4000	.....	139,286
U. of Illinois	135,612[24]	.....	24,677	164,769	.....	1481	164,769	126,430[25]	.....	.....	.....	299,009
U. of Iowa	75,440[24]	.....	20,733	96,174	10,440	8073	96,174	69,374	24,830	6753	1182	216,830
U. of Kansas	27,360	6430	12,843	46,633	4804	526	46,633	22,874	9232	1786	435	86,290
U. of Michigan	.....	.....	.....	285,749	.....	3000	285,749	148,242[25]	.....	30,830	.....	467,821
U. of Minnesota	.....	.....	.....	127,420	11,825	.....	.....	113,889[23]	.....	3000	.....	.....
U. of Missouri[26]	27,700	11,719	5055	44,474	3492	.....	44,474	12,365	7555	2682	.....	.....
U. of Nebraska	30,490	17,110	2520	50,120	5024	483	50,120	18,506	11,437	2549	335	88,457
U. of North Carolina	40,925	5100	9897	55,922	1752	165	55,922	23,144	2077	2184	11,355	96,603
U. of North Dakota	14,600	.....	1580	16,180	1007	.....	16,180	6031[23]	.....	407	256	23,883
U. of Oregon	.....	.....	17,994	59,818	5577	420	59,818	26,872	13,464	3382	578	110,115
U. of Rochester	.....	.....	.....	86,897	9228	.....	86,897	73,173[23]	.....	8607	.....	187,905
U. of Washington[17]	52,189	.....	24,594	76,784	14,003	.....	76,784	29,434	14,322	5821[27]	493	140,859
U. of Wyoming	12,620	1320	1900	15,840	2353	.....	15,840	5069	2172	591	.....	26,026
Washington U. (St. Louis)[16]	.....	.....	2193	28,193	.....	600	28,193	23,687[25]	.....	1799	.....	.....
Yale	.....	.....	.....	188,761	18,255	639	188,761	106,218[23]	.....	3978	116,636[28]	434,487

University and College Library Salaries

Library	Library Income Last Fiscal Year Ending June, 1931: Legislative Appropriation	University Allotment	Income from Endowment Funds	Special Allotments	Other	Total	Full-Time Staff Members under Central Library Control: Central	Departmental	College	Total
Amherst	.....	26,020	11,188	.....	5050	42,259	11	..	..	11
Bowdoin[17]	.....	18,610	12,007	.....	655	31,272	7	..	..	7
Brown	.....	90,403	11,382	.....	35,222[29]	137,008	29½	..	..	29½
Dartmouth	.....	56,888	122,630	10,000	36,544[29]	193,910	43	3	1	47
Iowa State	.....	109,560	.....	.....	.....	.....	27	..	1	28
McGill[19]	.....	77,950	27,085	8925	.....	.....	..	..	..	..
Northwestern	.....	230,481	1530	.....	1633	234,469	25	2	24[28]	27
Ohio State[21]	.....	.....	2500	.....	.....	.....	38	13	..	51
Princeton	.....	.....	.....	.....	.....	.....	62	5	..	67
Purdue	.....	42,340	.....	5000	.....	47,340	9	1	..	10
Syracuse	.....	60,120	12,550	4000	.....	76,670	23	1	6½	30½
U. of California[5]	.....	.....	.....	.....	.....	.....	..	..	..	..
U. of Chicago	.....	381,868	7577	20,600	42,537	452,583	89½	42½	..	132
U. of Cincinnati	.....	.....	.....	.....	.....	139,286	40½	1	2	43½
U. of Illinois	.....	.....	.....	.....	.....	299,009	70	6	4	80
U. of Iowa	2,403,001	210,320	.....	8594	959	219,873	45½	1	2	48½
U. of Kansas	.....	85,898	.....	2508	2651	91,057	19	..	3	22
U. of Michigan	5,459,286	467,821	8340	.....	.....	476,161	105	6	18	129
U. of Minnesota	.....	241,293	.....	.....	900	242,193	..	..	..	65
U. of Missouri[26]	.....	.....	.....	.....	.....	67,419	18	4	..	22
U. of Nebraska	.....	89,120	.....	.....	1857	90,977	..	..	..	34½
U. of North Carolina	682,700	85,180	1311	8114	1996	96,603	20	2	..	22
U. of North Dakota	.....	23,220	.....	.....	.....	.....	7	..	..	7
U. of Oregon	.....	88,244	3779	4329	15,154	111,508	22½	½	2	24½
U. of Rochester	.....	138,902	26,999	.....	22,003	187,905	26	1	16	43
U. of Washington[17]	.....	139,104	.....	.....	2828	141,933	30	1	..	31
U. of Wyoming	.....	.....	.....	.....	.....	24,340	6	..	..	6
Washington U. (St. Louis)[18]	.....	52,760	.....	1000	.....	.....	19	..	..	19
Yale	.....	74,269	248,687	103,131	8450	434,537	..	..	..	132

Library	Librarian	Associate or Assistant Librarian Min.	Associate or Assistant Librarian Max.	Department Heads No.	Department Heads Min.	Department Heads Max.	Order Department: Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants No.	Non-professional Assistants Min.	Non-professional Assistants Max.	Student Assistants No.	Catalog Department: Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.
Amherst	5500	....	....	2	2400	2500	2	1400	1500	1	1250	....	...	1	1400	....
Bowdoin[17]	5000	3400	....	...	....	....	...	....	....	1	1092	....	...	1	1200	....
Brown	6000	3000	....	4	2000	2400	1	1700	....	3	1080	1300	1	5	1300	1800
Dartmouth	7000	(3) 2400[4]	5600	6	1400	2400	...	....	....	6	720	1140	...	8	1440	1920
Iowa State	6000	4000[4]	....	5	1600	4000	...	....	....	1	900	....	...	5	1600	2200
McGill[19]	5000	....	....	3½	....	....	3	1150	1500	2	624	850	...	6½	650	1600
Northwestern	8000	(5)[40] 1800	5000	5	2000	2500	1	1500	....	3	1350	1450	½	3	1700	2100
Ohio State	5550	....	....	4	2700	3040	2	1020	2400	5	780	1660	1	8	1500	2600
Princeton	7000	....	....	6	2500	4500	4	1600	2500	8	780	1500	...	9	1500	2200
Purdue	4000	....	....	1	2400	....	1	1680	....	...	....	....	...	1½	1680	1800
Syracuse	5800	....	....	4	1800	2000	3	1200	1560	1	1200	....	2	5	1200	1740
U. of California[5]	6000	3900[4]	....	3	2700	3000	7½	1650	2300	2	1200	1260	...	13½	1500	2500
U. of Chicago	10,000	5500[4]	....	6	2400	5500	2	2040	2100	8	1080	1440	1	23½	1320	2520
U. of Cincinnati	5000	2850	....	7	832	2500	3	1500	1850	5	600	1200	1½	6	1500	1700
U. of Illinois	7000	....	....	19[11]	1400	3200	9	1500	2400	3	900	1320	4	19	1300	2600
U. of Iowa	7000	3000[4]	....	9	1500	3000	6	1200	1900	¾	1200	....	2	8½	864	2150
U. of Kansas	4600	....	....	12	1120	2500	...	....	....	1	900	....	1	1	1000	....
U. of Michigan	12,000	5500 (assoc.) 5000 (asst.)		10	2600	3100	8	1300	2500	7	1200	1800	2	25	1200	2600
U. of Minnesota	....	....	....	...	....	....	...	1200	1800	...	900	1200	...	9	1500	2200
U. of Missouri[26]	4800	....	....	4	1900	2400	1	1600	....	2	960	1200	...	4	1300	2000
U. of Nebraska	4800	2800	....	6	1800	2400	...	....	....	1	1140	....	...	3	1800	2000
U. of North Carolina	5850[13]	3250[14]	....	11[15]	1440	1890	...	....	....	1	1350	....	1	2	1350	1620
U. of North Dakota	3300	....	....	3	2000	2200	1	1300	....	...	....	....	...	1	1800	....
U. of Oregon	4121	....	....	4	2016	2654	2	1260	1620	3	1080	1260	1	4½	1120	2654
U. of Rochester	....	....	....	11	1620	3500	...	....	....	1½	1440	....	½	7	1560	2100
U. of Washington[17]	4500	....	....	4	2040	2500	5	1320	1900	...	....	....	4	4	1500	1900
U. of Wyoming	2736	....	....	...	....	....	...	....	....	...	....	....	...	2	1900	2044
Washington U. (St. Louis)[18]	4250	....	....	3	1860	2100	...	....	....	1	1110	....	...	2	1620	1620
Yale	....	(1)	....	4	....	....	12	1300	3000	8	520	1200	...	34	1200	3250

University and College Library Salaries

Library	Catalog Department: Non-professional Assistants No.	Min.	Max.	Student Assistants No.	Reference Department: Professional Assistants No.	Min.	Max.	Non-professional Assistants No.	Min.	Max.	Student Assistants No.	General Circulation Division: Professional Assistants No.	Min.	Max.	Non-professional Assistants No.	Min.	Max.	Student Assistants No.
Amherst	1	900	....	...	1	1800	....	..	....	....	...	1	1650	....	...	...	....	..
Bowdoin[17]	1	1196	....	...	1	2000	....	1	1200	....	...	...	....	....	...	...	....	..
Brown	5	520	960	8	...	....	....	..	....	....	1	...	....	....	4	900	1200	6
Dartmouth	9	720	1200	...	1	1400	....	1	1500	....	...	1	1440	....	2	900	1200	16
Iowa State	1	720	....	3	1	1320	....	..	....	....	...	2	1560	1620	1	1200	....	30
McGill[19]	5	360	800	...	...[5]	....	....	..	....	....	...	5½	550	2000	6	312	364	..
Northwestern	2	1200	1300	2½	...	....	....	1	1300	....	...	2	1500	1900	2	1150	1350	4
Ohio State	3	900	1140	7	2	1500	2400	..	....	....	...	1	2320	....	2	900	1300	15
Princeton	13	780	1200	...	...	....	....	..	....	....	...	5	1500	2100	10	780	1200	..
Purdue		....	....	2	2	1620	1800	..	....	....	...	1	1320	....	½	1100	....	5
Syracuse		....	....	1	4	1200	1500	..	....	....	1	5	1200	1260	....	....	....	14
U. of California[5]	1	1200	....	...	6	1500	2300	..	....	....	....	3	1500	1800	....	....	....	..
U. of Chicago	10½	900	1500	3	7½	1320	2280	14	900	1470	11	....[5]	....	....	....	....	....	..
U. of Cincinnati	10	600	1400	½	½[9]	800	....	..	....	....	½	....	....	....	2	728	900	1
U. of Illinois	4	1200	1500	8	3	1400	2200	..	....	....	....	11	1400	1800	....	....	....	11
U. of Iowa	2½	900	960	4¾	4	1200	1900	..	....	....	2¾	3½	1000	1760	....	....	....	8½
U. of Kansas		....	....	3	....	....	....	..	....	....	2½	....	....	....	2	780	1000	5
U. of Michigan	7	1000	1500	13	13	1200	2300	3	1200	....	1	3	1700	2100	9	1100	1500	16
U. of Minnesota		900	1260	....	6	1100	2200	..	1000	1000	....	....	1000	1800	....	840	....	..
U. of Missouri[20]		....	....	3	1	1800	....	..	....	....	....	....	....	....	1	900	....	8
U. of Nebraska	4	600	1320	....	1	1800	....	..	....	....	....	2	1300	1380	7	480	1020	2
U. of North Carolina	1	1080	....	1	1	1440	....	..	....	....	1	1	1440	....	1	1080	....	11
U. of North Dakota		....	....	2	....	....	....	..	....	....	1	1	1800	....	....	....	....	4
U. of Oregon		....	....	6	2	1900	2016	..	....	....	....	5	1200	2264	1	1080	....	9
U. of Rochester	6½	835	1100	2¾	1	1440	....	..	....	....	....	1	1560	....	5	1040	1300	3½
U. of Washington[17]		....	....	8½	8	1440	1900	..	....	....	½	7	1320	1600	....	....	....	12
U. of Wyoming		....	....	1	1	1920	....	..	....	....	....	1	2100	....	....	....	....	..
Washington U. (St. Louis)[18]	1	660	....	....	....[5]	....	....	..	....	....	....	2	1200	1620	7	900	1260	10
Yale	16	728	1400	8	10	1500	2500	..	....	....	....	9	1200	1500	21	676	1300	6

Library	Reserve Book Division: Professional Assistants No.	Min.	Max.	Non-professional Assistants No.	Min.	Max.	Student Assistants No.	Other Departments: Professional Assistants No.	Min.	Max.	Non-professional Assistants No.	Min.	Max.	Student Assistant No.
Amherst	..	....	....	1	720	....	....	....	....	....	..	....	....	11
Bowdoin[17]	..	....	....	..	....	....	....	....	....	....	..	....	....	..
Brown	..	....	....	..	....	....	....	3½	1760	1400[1]	2	960	1020	..
Dartmouth	..	....	....	1	1020	....	19	5	1680	2400	3	720	1560	..
Iowa State	..	....	....	2	1080	....	4	....	....	....	5	900	1080	3
McGill[19]	..	....	....	..	....	....	....	5	900	1500	2	500	1000	..
Northwestern	..	....	....	..	....	....	....	2	1350	1950	1	1200	....	1½
Ohio State	1	2000	....	4	840	1080	9	3	1320	2220	2	1080	1200	5
Princeton	..	....	....	..	....	....	....	2	2200	3000	4	780	1800	..
Purdue	1	1380	....	..	....	....	2	....	....	....	..	....	....	3
Syracuse	..[7]	....	....	..	....	....	....	....	....	....	..	....	....	..
U. of California[5]	1	1650	....	..	....	....	....	3½	1600	2500	3	1200	1500	..
U. of Chicago	..	....	....	..	....	....	....	1	1560	....	1	1380	....	..
U. of Cincinnati	..	....	....	1	832	....	½	....	....	....	1	900	....	½
U. of Illinois	3	1300	....	..	....	....	2	3	1400	2000	4	900	1440	5
U. of Iowa	6	780	1200	..	....	....	2	4	1200	2650	1	1200	....	¾
U. of Kansas	..	....	....	..	....	....	5	2	1000	1000	..	....	....	..
U. of Michigan	3	1600	1900	3	1100	1300	3	4	1300	2000	8	1200	1700	..
U. of Minnesota	..	....	....	..	....	....	....	....	....	....	..	....	....	..
U. of Missouri[20]	..	....	....	1	1400	....	8	....	....	....	..	....	....	..
U. of Nebraska	..	....	....	5	600	900	....	....	....	....	..	....	....	..
U. of North Carolina	..	....	....	1	1080	....	4	....	....	....	..	....	....	..
U. of North Dakota	..	....	....	..	....	....	....	....	....	....	..	....	....	..
U. of Oregon	2	1200	1500	..	....	....	13	1	2079	....	1	1500	....	3
U. of Rochester	..[7]	....	....	..	....	....	....	1	1620	....	1	936	....	1¾
U. of Washington[17]	..[7]	....	....	..	....	....	....	1	1500	....	..	....	....	..
U. of Wyoming	..	....	....	..	....	....	....	1	1920	....	..	....	....	..
Washington U. (St. Louis)[18]	..	....	....	..	....	....	....	....	....	....	2	600	600	..
Yale	2	....	....	1	936	....	6	10	1750	4500	4	884	1800	8

University and College Library Salaries

Library	College Libraries: Professional Assistants No.	Min.	Max.	Non-professional Assistants No.	Min.	Max.	Student Assistants No.	Departmental Libraries: Professional Assistants No.	Min.	Max.	Non-professional Assistants No.	Min.	Max.	Student Assistants No.
Amherst	..	....	....	....	....	....	....	....	....	....	....	....	....	..
Bowdoin[17]	..	....	....	....	....	....	....	....	....	....	....	....	....	..
Brown	..[2]	....	....	....	....	....	....	....[3]	....	....	....	....	....	..
Dartmouth	1	2000	....	1	1320	....	3	1	1800	....	1	1020	....	4
Iowa State	..	....	....	1	1080	....	....	....	....	....	....	....	....	..
McGill[19]	10	900	2500	1½	320	....	....	1	3500	....	3	1140	1200	..
Northwestern	12[37]	1560	2200	8	1020	1250	4	2	1500	2300	4[38]	....	....	3
Ohio State	..[6]	....	....	....	....	....	....	4	900	2500	9	900	1400	22
Princeton	..	....	....	....	....	....	....	4	2000	2300	1	600	....	..
Purdue	..	....	....	....	....	....	....	1	1265	....	....	....	....	..
Syracuse	6	1200	1500	1	1500	....	8	1	....	....	....	....	....	2
U. of California[8]	..	....	....	....	....	....	....	4	1600	2500	....	....	....	..
U. of Chicago	..	....	....	....	....	....	....	19	1260	3000	14½	900	1800	9
U. of Cincinnati	2	1560	2060	....	....	....	3½	1½	1850	1250[10]	3½	840	1600	2
U. of Illinois	1	1700	....	1	960	....	8	....	....	....	....	....	....	11
U. of Iowa	2	1350	1750	....	....	....	5¾	....	....	....	....	....	....	9½
U. of Kansas	..	....	....	1	950	....	2	....	....	....	....	....	....	3½
U. of Michigan	19	1200	3200	12	900	1200	10	5[12]	1200	2000	1	1200	....	3
U. of Minnesota	..	....	....	....	....	....	....	....	1450	1550	....	....	....	..
U. of Missouri[28]	..	....	....	....	....	....	....	2	1600	2500	2	960	1200	1
U. of Nebraska	..	....	....	2	720	1300	....	½	2100	....	2	480	1020	..
U. of North Carolina	..	....	....	....	....	....	....	1	1440	....	....	....	....	9
U. of North Dakota	..	....	....	....	....	....	....	....	....	....	....	....	....	..
U. of Oregon	2	1200	1380	....	....	....	5	½	950	....	....	....	....	..
U. of Rochester	..	....	....	7	840	1300	2¾	....	....	....	....	....	....	½
U. of Washington[17]	..	....	....	....	....	....	....	1	1800	....	....	....	....	½
U. of Wyoming	..	....	....	....	....	....	....	....	....	....	....	....	....	..
Washington U. (St. Louis)[16]	..	....	....	....	....	....	....	....	....	....	....	....	....	..
Yale	..	....	....	....	....	....	....	24	....	....	8	....	....	..

Library	Number of Collections Administered by Secretaries, etc., Not Under Library Control Total	Months of Actual Service Required of Full-Time Staff Members Regular Session: Professional	Non-professional	Annual Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Term, Semester, or Quarter Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Number of Special Holidays Allowed Full-Time Staff Members in Working Days: Professional	Non-professional
Amherst	None	11	..	One month	..	..	..	6	..
Bowdoin[17]	.....	12	12	26	26	..	..	9	9
Brown	18	12	12	31	31	..	..	9[39]	9
Dartmouth	.....	12	12	22	22	11	11	5	5
Iowa State	None	11	11½	26	12	..	..	7	7
McGill[19]	.....	..	..	Six weeks	..	..	..	6	6
Northwestern	7	12	12	26	12-26	3	3	6	6
Ohio State	6	12	12	24	24	..	..	7	7
Princeton	2	11	11	..	..	..	..	..	..
Purdue	.....	12	11	32	6	..	..	4	4
Syracuse	1	12	12	26	26	..[31]	..[31]	3	2
U. of California[8]	16	12	12	26	12	..	..	10	10
U. of Chicago	.....	12	12	24	24	..	..	8	8
U. of Cincinnati	10	12	12	24	24	5	5	7	7
U. of Illinois	None	12	12	26	26	..	..	5	5
U. of Iowa	1	11	11½	26	12	None	None	7	7
U. of Kansas	1	11	11	26	26	.....	.....	5	5
U. of Michigan	4	11	11	27	27	.....	.....	7	7
U. of Minnesota	3	..	..	Four weeks	..	.....	.....	..	..
U. of Missouri[28]	None	11	11	One month	..	.....	.....	4	4
U. of Nebraska	6	11	11	26	26	.....	.....	6	6
U. of North Carolina	7	12	12	27	27	18	18	2	2
U. of North Dakota	.....	..	..	One month	..	None	None	6	..
U. of Oregon	1	11	11-11½	27	12-27	.....	.....	7	7
U. of Rochester	1	12	12	30	15	.....	.....	4	4
U. of Washington[17]	.....	12	..	12	..	.....	.....	8	..
U. of Wyoming	.....	12	..	One month	26	.....	.....	4	4
Washington U. (St. Louis)[16]	7	11	11	32	32	.....	.....	7	7
Yale	30	12	12	26	12	.....	.....	6	

University and College Library Salaries

Library	Hours per Week Required of Each Full-Time Staff Member: Professional	Hours per Week Required of Each Full-Time Staff Member: Non-professional	Student Assistants: Total Hours per Year	Student Assistants: Rate per hour Min.	Student Assistants: Rate per hour Max.	Student Enrollment: Regular Session	Student Enrollment: Summer Session	Date of Last General Salary Increase to Library Staff	Reduction in Salaries of Library Staff	Reduction in Library Budget
Amherst	40½	.....	.....	35	50	676	None	.....[42]	No	No
Bowdoin[17]	36–42	36–42	6668	25	35	570	....	.....[43]	No	No
Brown	39	39	7087	46	..	2186	....	.....[44]	No	Yes
Dartmouth	39	39	10,841	40	50	2200	....	July, 1930	No	No
Iowa State	44	44	.....	30	50	4242	1471	.....[45]	No	2500
McGill[13]	36½	..	.....	..	..	2790	231	.....[46]	No	No
Northwestern	39	39	29,016	40	65	14,562	1533	Sept., 1930	No	No
Ohio State	40	40	63,467	30	50	12,415[23]	4487	.....[47]	No	30,000
Princeton	40	40	.....	..	..	.....	....	.....[48]	No	...
Purdue	40	40	.....	25	35	5160	704	.....	No	No
Syracuse	40	40	15,000	35	55	5430	2291	.....[49]	No	No
U. of California[8]	38	41	.....	40	55	11,205	4933	.....	No	No
U. of Chicago	40	40	48,000	30	60	7000[24]	....	1930–31	No	23,500
U. of Cincinnati	41	41	19,783	25	75	10,750	1272	Sept., 1930	No	10,000
U. of Illinois	39	44	103,488	25	50	12,152	3088	Sept., 1931	No	No
U. of Iowa	40	40	12,665	25	60	6069	3322	.....[26]	No	5000
U. of Kansas	40	40	40,800	25	40	4301	1869	1925	No	20%
U. of Michigan	42	42	.....	35	40	10,107	3995	.....	No	...
U. of Minnesota	40	40	.....	35	50	12,190	....	.....	No	No
U. of Missouri[26]	42	42	.....	25	35	4000	2000	1929	No	6000
U. of Nebraska	40	40	.....	35	..	5795	2665	1929–30	No	No
U. of North Carolina	40	40	26,000	22½	36	2825	1625	1926–27	10%	Undetermined
U. of North Dakota	38	.....	5500	25	35	1823	640	1928	No	No
U. of Oregon	40	40–44	42,873	30	55	3610	1601	1920	No	25,000
U. of Rochester	40–42	40–42	.....	40	50	2663	927	1930	No[25]	25,000
U. of Washington[17]	42	42–48[22]	.....	..	..	7368	3272	July, 1930	No	...
U. of Wyoming	40½	.....	5043	35	40	1334	791	1929	No	No
Washington U. (St. Louis)[15]	37½	37½	6000	35	50	2800	....	.....[41]	No	No
Yale	40½	40½	.....	30	50	5914	....	1931	No	10%

1 One-third of $4200 salary
2 Salary paid by Pembroke College
3 Salaries paid by departments
4 One assistant librarian also department head
5 Reference and circulation departments combined
6 College and departmental libraries combined
7 Reserve book and circulation division combined
8 Figures for Berkeley campus only
9 ½ of $1,600 salary
10 One-half of $2500 salary
11 Includes departmental librarians
12 Exclusive of Clements Library of Americana
13 Exclusive of salary as director of library school
14 Exclusive of salary as instructor in library school
15 Including 3 heads of libraries of major university schools and one research professor
16 Figures for General Library only
17 Fiscal year ends March, 1931
18 Includes maintenance
19 Fiscal year ends May, 1931
20 Includes $14,801 for building
21 Fiscal year ends Sept., 1932
22 Books and periodicals including rental service
23 Books and periodicals
24 Includes non-professional salaries
25 Books, periodicals, and binding
26 Fiscal year ends December, 1931
27 Includes equipment
28 Includes maintenance: $100,424
29 Includes unexpended balance
30 Includes 2 days extra at Christmas
31 Staff members allowed ½ of college vacations
32 Includes clerical assistants and pages
33 Autumn, winter, and spring quarters
34 Four-quarter basis
35 Extra vacation required without pay
36 Salary increases are individual
37 Chicago professional schools
38 Not under central library
39 Includes miscellaneous
40 Includes librarians of Chicago professional schools
41 Increases individual
42 Changes may occur any year
43 Never; special cases each year
44 Offset by special gifts
45 Never to my knowledge
46 Changes each year
47 Individual changes each year
48 All increases are individual
49 Salary budget increased each year since 1927

SMALL COLLEGE LIBRARY SALARIES

In Effect January, 1932

In spite of certain retrenchment in college libraries during these difficult times, it is felt that the salary standards of college librarians have been generally upheld, and certain progress has been made during the year 1931-32.

More than half of the libraries reported an increase in salaries during 1930 and 1931, and only 3 libraries are in the group which had its last general increase in 1926, the earliest of the dates reported. However, library standards have been affected by the general economic depression. A number of libraries reported reductions in budget and salaries, as shown by the new columns of the tabulation. Eighteen of the 51 reported a budget cut ranging from $100 to $2,000. Seven salary decreases range from 5 to 50 per cent.

The Committee on Salaries reports that 74 questionnaires were sent out from headquarters to small college libraries, and that 51, representing 23 states, sent in replies, 20 of which are held confidential.

As the size of the student body is often considered the basis of comparison for budgets, book funds, number of staff, etc., in rating schools and colleges, it is interesting to note that the student body during the regular sessions varies from 165 to 702. However, in 22 of the 31 institutions the student enrollment is between 350 and 566. Only 13 of these small colleges report holding a summer session; the enrollment range in this period being 50 to 370 students. Seven of the 13 report 209 to 370 students.

The hours of work per week required of the professional staff vary from 36 to 50. Twenty-three of the 31 libraries require from 36 to 42 hours of their professional groups. The non-professional staffs of three libraries work different hours from the professional staff: in two cases less and in one case more.

The following comparative table of salary statistics for librarians, professional assistants, and student assistants, as well as total salaries and total expenditures, for the past 3 years is of interest:

Salaries of Librarians

	1930	1931	1932
Highest	3000	5500	6500
Lowest	1112	675	900
Average (based on all replies)	2028+	2141+	2259+

Salaries of Professional Assistants

	1930	1931	1932
Highest	1800	1900	2600
Lowest	900	500	675
Average (based on all replies)	1348+	1360+	1560+

Salaries of Student Assistants, per Hour

	1930	1931	1932
Highest	50¢	45¢	75¢
Lowest	15¢	15¢	15¢
Average (based on all replies)	30¢	31¢	31½¢

Total Salaries

	1930	1931	1932
Highest	7400	11,200	26,814
Lowest	1678	875	840
Average (based on all replies)	3822	4326+	5369+

Total Expenditures

	1930	1931	1932
Highest	16,338	23,569	45,562
Lowest	3956	2100	1500
Average (based on all replies)	7898	8027+	8134+

No conclusions have been drawn concerning months of service and vacations, as there is no uniform basis of employment schedule throughout the libraries, some librarians being employed throughout the year without a summer session, some with a summer session, and some for only 9 or 10 months.

LILLIAN M. EVANS, *Compiler,*
Juniata College Library,
Huntingdon, Pennsylvania

Small College Library Salaries

Library	Librarian	Professional Assistants			Non-professional Assistants			Student Assistants: Regular Session			Student Assistants: Summer Session			Salary Expenditures Last Fiscal Year				Library Expenditures Last Fiscal Year
		No.	Min.	Max.	No.	Min.	Max.	No.	Min. per Hour	Max. per Hour	No.	Min. per Hour	Max. per Hour	Professional	Non-professional	Student	Total	
Abilene Christian College, Abilene, Tex.	900	....	....	....	2	.35[1]	.35[1]	....	....	....	....	....	....	....	1344	....	2844	4238
Alfred University, Alfred, N. Y.	2600	1	1600	....	....	70[5]	....	2[9]	.30	.30	....	....	....	4000	120	....	4120	6595
Colby College, Waterville, Me.	2700	2	1500	1900	....	....	....	2½	.30	.40	....	....	....	6300	....	1500	7800	11300
Concordia College, Moorhead, Minn.	1615	....	....	....	....	....	....	5[9]	.25	.25	....	....	....	1615	....	450	2065	5000
Dickinson College, Carlisle, Pa.	2200	2	1500	1650	....	....	....	2½	.30	.40	....	....	....	4150	....	1762	5912	9424
Doane College, Crete, Neb.	2200	....	....	....	....	....	....	5[9]	.25	.25	....	....	....	2200	....	446	2646	4056
Earlham College, Richmond, Ind.	1750	1	1500	....	....	700[10]	....	5[9]	150[6]	150[6]	....	....	....	2500	1495	876	4871	8168
Elon College, Elon, N. C.	1500	....	....	....	....	....	....	7[9]	200[6]	200[6]	....	....	....	3000	....	1400	4400	8102
Emporia College, Emporia, Kan.	2000	1	675	....	....	....	....	6[9]	.25	.35	....	....	....	2675	....	636	3311	6101
Evansville College, Evansville, Ind.	2100	....	....	....	....	....	....	8	.25	.30	6	.25	.30	2100	....	825	2925	5019
Hanover College, Hanover, Ind.	2185	1	600[14]	....	....	....	....	1½	.30	.30	....	....	....	2800	....	500	3300	4900
Hendrix College, Conway, Ark.	1800[13]	1	500[14]	....	....	....	....	2	.20	.25	½	.15	.25	2400[26]	....	695	3095[26]	5541
Hiram College, Hiram, Ohio	2000	1	1000	....	....	....	....	1½	.15	.40	....	....	....	3000	....	650	3650	6500
Hobart College, Geneva, N. Y.	2400	2	1440	1800		960	1080	....	....	....	....	....	....	3970	3240	....	7210	....
Illinois College, Jacksonville, Ill.	2090	....	....	....	....	....	....	6[9]	.29	.33	....	....	....	2200	....	600	2800	5300
James Millikin University, Decatur, Ill.	2750	1	1400	....	1	550	....	6[9]	.35	.35	....	....	....	4150	550	1080	5780	4000[9]
Juniata College, Huntingdon, Pa.	1825[16]	1	1000[17]	....	....	....	....	2½	.25	.35	....	....	....	2100	....	1080	3180	6517
Kenyon College, Gambier, Ohio	2500	1	1200	....	....	....	....	4[9]	.40	.40	....	....	....	3700	....	460	4160	6584
Linfield College, McMinnville, Ore.	2280	....	....	....	....	....	....	1¼	.20	.30	....	....	....	2280	....	804	3084	7987
McKendree College, Lebanon, Ill.	1800	....	....	....	....	....	....	¾	327[6]	....	....	.30	....	1800	....	453	2343	3700
Park College, Parkville, Mo.	2300	....	....	....	1	1200	....	5¼	.25	.25	....	....	....	2300	1200	2150	5650	7470
Rollins College, Winter Park, Fla.	....	....	....	....	....	....	....	5	.40	.40	....	....	....	....	....	....	9403	13910
Susquehanna University, Selinsgrove, Pa.	2200	1	1200[17]	....	....	....	....		.25	.25	1	90[6]	....	2200	375[28]	545	3120	3678
Swarthmore College, Swarthmore, Pa.	6500	9	1500	2600	3	624	1400	1½	.50	.75	....	....	....	22350	3424	1040	26814	45562
Tillotson College, Austin, Tex.	750[30]	....	....	....	....	....	....	3	241[6]	241[6]	....	75[6]	....	750	....	....	840	1500
Transylvania College, Lexington, Ky.	1800	....	....	....	....	....	....	3	135[6]	200[6]	3	35[6]	35[6]	1800	....	620	2420	2000[9]
Wake Forest College, Wake Forest, N. C.	1850[23]	2	675[12]	1500	....	....	....	7[9]	100[6]	100[6]	1	75[6]	....	5325	....	621	5946	9816
Washington and Jefferson College, Washington, Pa.	2000	1	1800	....	....	....	....	1	600[6]	....	....	....	....	3800	....	594	4394	6710
Westminster College, New Wilmington, Pa.	2400	....	....	....	....	....	....	3	.35	.35	....	....	....	2400	....	740	3140	4817
Whitman College, Walla Walla, Wash.	2200	1	1800	....	....	....	....	2	500[6]	500[6]	....	....	....	4000	....	1000	5000	7650
Willamette University Salem, Ore.	2000	1	1050	....	....	....	....	10[9]	.25	.35	....	....	....	3050	....	845	3895	7200

Small College Library Salaries

Library	Number of Full-Time Staff Members: Professional	Non-professional	Student	Total	Months of Service Required of Full-Time Staff Members: Professional	Non-professional	Annual Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Term, Semester, or Quarter Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Number of Special Holidays Allowed Full-Time Staff Members in Working Days: Professional	Non-professional	Hours per Week Required of Each Full-Time Staff Member: Professional	Non-professional	Student Enrollment: Regular Session	Summer Session	Date of Last General Salary Increase	Reduction in Salaries of Library Staff	Reduction in Library Budget
Abilene Christian College, Abilene, Tex.	1	2	....	3	9[3]	9[3]	30	....	10	10	5	5	39	24	357	221	1929	50[4]	80[4]
Alfred University, Alfred, N. Y.	2	1	1	4	12	12	54	....	....	....	32	....	40	....	515	133	1931	No	No
Colby College, Waterville, Me.	3	....	2½	5½	12	....	26	....	....	....	8	....	40	....	610	....	1931[7]	No	No
Concordia College, Moorhead, Minn.	1	....	5[9]	6[9]	9	....	....	....	....	....	....	....	50	....	450	....	....	5[4]	Yes
Dickinson College, Carlisle, Pa.	3	....	2½	5½	12	....	52[8]	....	....	....	5	....	38½	....	550	....	....	No	No
Doane College, Crete, Neb.	1	....	5[9]	6[9]	9	....	78	....	....	....	3	....	44	....	227	....	....	....	....
Earlham College, Richmond, Ind.	2	1	5[9]	8[9]	10	10	52	52	....	....	13	13	39	33	490	....	....	No	No
Elon College, Elon, N. C.	1	....	2½	3½	9	....	....	....	21	....	3½	....	42	....	300	....	1930	34[4]	700[11]
Emporia College, Emporia, Kan.	2	....	6[9]	8[9]	9	....	78	....	6	....	18	....	36	....	350	....	....	No	No
Evansville College, Evansville, Ind.	1	....	1½	2½	9[12]	....	26	....	4	....	18	....	42	....	407	238	1928	No	No
Hanover College, Hanover, Ind.		....	7[9]	9[9]	9	....	78	....	....	....	15	....	46	....	330	....	1931	5[4]	400[11]
Hendrix College, Conway, Ark.	1½	....		3½	9[17]	....	24	....	4	....	15	....	39	....	297	50	1929	No	No
Hiram College, Hiram, Ohio	2	2	1½	5½	9	....	78	....	....	....	2	....	42	....	350	75	1926	No	500[11]
Hobart College, Geneva, N. Y.	3	2	....	5	10	11	52	18	....	....	3	3	38	40	440	....	1930	No	No
Illinois College, Jacksonville, Ill.	1	....	6[9]	7[9]	12	....	42	....	....	....	....	....	....	....	400	....	1930	5[4]	400[11]
James Millikin University, Decatur, Ill.	2	1	6[9]	9[9]	10	....	50	....	....	....	10	....	42	....	526	....	1926	Yes[15]	1500[11]
Juniata College, Huntingdon, Pa.	2	....	2½	4½	9[12]	....	26	....	....	....	23	....	40	....	520	231	....	No	No
Kenyon College, Gambier, Ohio	2	....	4[9]	6[9]	11[19]	....	60	....	24	....	2	....	45	....	233	....	....	No	No
Linfield College, McMinnville, Ore.	1	....	1¾	2¾	12	....	26	....	....	....	28	....	40	....	353	....	1930	No	153[18]
McKendree College, Lebanon, Ill.	1	....	¾	1¾	9	....	78	....	18	....	3	....	42	....	296	92	1927	No	No
Park College, Parkville, Mo.	1	1	5½	7½	12	12	90	90	10	10	3	3	42	....	509	....	1929	No	50[4]
Rollins College, Winter Park, Fla.	3	2	5	10	12	12	72	26	6	6	4	4	40	40	485	....	....	No	No
Susquehanna University, Selinsgrove, Pa.	2	....	2	4	12	....	26	....	....	....	23	....	40	....	461	293	....	No	1000[11]
Swarthmore College, Swarthmore, Pa.	8½	3	1½	12½	12	12	35	25[21]	....	....	6	6	40	40	566	....	....	No	No
Tillotson College, Austin, Tex.	1	....	3	4	9[12]	....	26	....	....	....	8	8	44	....	165	300	1931	No	No
Transylvania College, Lexington, Ky.	1	....	3	4	10	....	84	....	....	....	6	6	....	....	353	209	1928	No	100[11]
Wake Forest College, Wake Forest, N. C.	3	....	7[9]	4	9	....	79	....	79	....	18	....	39	....	702	370	....	No	No
Washington and Jefferson College, Washington, Pa.	2	....	1	3	10½[24]	....	26	....	....	....	18	....	42	....	442	151	1929	No	500[11]
Westminster College, New Wilmington, Pa.	1	....	3	4	9	....	72	....	23	....	....	....	42	....	450	....	1927	No	No[25]
Whitman College, Walla Walla, Wash.	2	....	2	4	11	....	15	....	....	....	2	....	42	....	448	....	1928	No	1000[11]
Willamette University, Salem, Ore.	2	....	2½	4½	9	....	78	....	....	....	6	....	48	....	523	75	1929	No	No

1 Per hour
2 Does not include salaries
3 Plus 3 months' summer session
4 Per cent
5 Plus one non-professional assistant during summer at $150
6 Per term
7 Annual individual increase
8 Plus 2 professional assistants with 26 days each
9 Actual number
10 Plus one non-professional assistant during summer at $25
11 Dollars
12 Plus 2 months' summer session
13 Plus $100 for summer session
14 Part-time
15 Student salaries reduced
16 Plus $275 for summer session
17 Plus room and board
18 Student assistance budget reduced
19 Library open 9 months; librarian on call except in August
20 Not employed in year 1931-32
21 Variable
22 Plus $150 for summer session
23 Plus $200 for summer session
24 Plus 1½ months' summer session
25 Except as affected by enrollment
26 Includes $100 for summer session

TEACHERS COLLEGE AND NORMAL SCHOOL LIBRARY SALARIES

In Effect January, 1932

Of 15 schools listed in 1924 in the first compilation of salary figures for the teachers college and normal school library group, 13 in the latest table show an increase in the librarian's salary ranging from $12 to $1,400; one shows a decrease of $688; and one salary remains the same. Thirteen schools show an increase in the total amount for salaries ranging from $1,050 to $8,232, with 5 having more than $5,000 increase; one shows a decrease of $50; and one school did not report for either year. Eleven schools show an increase in budget or expenditures ranging from $64 to $14,137, with 6 having more than $5,000 increase; there were no decreases; 2 did not report in 1924, and 2 did not report in 1931.

In the four-year teachers colleges, 28 are the same as in last year's compilation, and one has been transferred from the two-year course; the salaries of 16 of the librarians remain the same; an increase is noted in 4 cases, a decrease in 5; one librarian on leave did not report salary in 1931, one did not report in 1932, and one has not reported for the two years. In the school transferred, the salary remains the same.

In the three-year course, the librarians of 2 schools, the same as in last year's compilation, have the same salary; in the 2 transferred from the two-year course, the salary remains the same. Two normal schools, the same as in last year's compilation, show the same salary; in the school transferred from the four-year course, there is a decrease. In the teachers college libraries, four-year course, the total amount of salaries shows an increase in 16, a decrease in 7; 2 did not report in 1931 and 3 in 1932; the one transferred did not report the total salary in 1931. Both three-year schools show increases while, of the 2 schools transferred, one shows an increase, the other a decrease. One normal school shows an increase, one a decrease; the transferred school shows an increase.

Comparing the total expenditures in the teachers colleges, four-year course, there is an increase in 11 and a decrease in 11; one did not report for 1932 and 2 did not report for the two years; 3 do not include the same items for the two years. There is a decrease in the school transferring. In the three-year course, there is one increase, one giving approximate figures for both years; of the 2 schools transferred, one shows an increase, the other a decrease. In the normal schools, one shows an increase, and one gave no figures for 1931; the school transferred shows an increase.

Questionnaires were sent to 72 teachers colleges and normal schools. Thirty-nine schools are represented this year, and 11 have asked that their reports be kept confidential. Thirteen schools have been listed in every compilation.

Since the last report, one school has increased its course from 2 to 4 years, and 2 from 2 to 3 years. One school entered in the second compilation as a 2-year normal school appears this year as a 3-year normal school. One school listed in 6 compilations as a 4-year teachers college returns in this year's compilation to its place in the first compilation, that of a 2-year normal school.

Of the 13 schools listed in all 8 compilations, 5 entered under the two-year course in 1924 have been transferred to the four-year course. One is now in the two-year group, although this same school has appeared in the other 6 compilations as a four-year teachers college.

A number of new items appear in this year's compilation, which add to its value and are self-explanatory.

MARY JOSEPHINE BOOTH, *Compiler, Eastern Illinois State Teachers College, Charleston*

Teachers College and Normal School Library Salaries—I. Teachers Colleges (Four-Year Course)

Location	Library	Librarian	Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants No.	Non-professional Assistants Min.	Non-professional Assistants Max.	Student Assistants No.	Student Assistants Min.	Student Assistants Max.	Salaries for Summer Session if Additional to Yearly Salary: Librarian	Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants No.	Non-professional Assistants Min.	Non-professional Assistants Max.	Student Assistants No.	Student Assistants Min.	Student Assistants Max.
Alabama																					
Florence	State Teachers College	2000	..	....	....	1	600	....	$2\frac{8}{11}$	.25	...	...	..	...	...	..	...	...	..	...	...
Arizona																					
Flagstaff	Arizona State Teachers College	2550	..	....	....	..	....	....	$10\frac{1}{2}$	...	...	...	..	...	...	..	...	...	..	...	...
Arkansas																					
Conway	Arkansas State Teachers College	2400	2	1600	1600	1	30c[4]	....	3	.20	.30	...	..	...	...	..	...	...	5	.25	.25
Colorado																					
Greeley	Colorado State Teachers College[5, 30]	3800	5	1650	1800	1	1400	....	4	.30	.35	...	..	...	...	..	...	...	..	...	...
Indiana																					
Terre Haute	Indiana State Teachers College[30]	....	7	1356	2202	1	1200	....	$2\frac{1}{2}$	...	...	...	..	...	...	..	...	...	..	...	...
Kansas																					
Emporia	Kellogg Library, Kansas State Teachers College[30]	....	8	1600	2150	1	880	....	...	...	...	...	..	...	...	..	...	...	..	...	...
Kentucky																					
Bowling Green	Western Kentucky State Teachers College[30]	2700	4	1200	1500	4	900	1200	7	.25	...	...	..	...	...	..	...	...	..	...	...
Murray	Murray State Teachers College	2500	2	2000	2200	..	....	....	4	60[12]	...	...	..	...	...	..	...	...	..	...	...
Louisiana																					
Natchitoches	Louisiana State Normal College	2740	1	2400	....	2	1080	1080	17	...	...	...	..	...	...	..	...	...	..	...	...
Michigan																					
Mt. Pleasant	Central State Teachers College	4000	2	1700	1800	2	720[15]	....	6	.30	...	...	..	...	...	8	125[16]	...	..	...	...
Minnesota																					
St. Cloud	State Teachers College	2300	3	1650	2100	4	40[12]	60[12]	$2\frac{1}{2}$[18]	.20	.25	...	..	...	...	..	...	...	..	...	...
Winona	State Teachers College	2000	1	1625	....	..	....	....	...	...	...	...	..	...	...	..	...	...	..	...	...
Missouri																					
Cape Girardeau	Southeastern Missouri State Teachers College	2700	1	....	....	3	1400	1600	4	.25	.35	...	..	...	...	2	...	...	5	...	...
Warrensburg	Central Missouri State Teachers College	3500	3	1200	2100	1	1200	....	...[24]	.25	...	...	..	...	...	5	250[25]	...	..	...	...
Montana																					
Dillon	Montana State Normal College[30]	2300	1	1200	....	1	1080	....	3	140[26]	...	...	..	...	...	..	...	...	..	...	...
Nebraska																					
Kearney	State Teachers College	2700	2	2400	2400	..	....	....	6	.30	...	...	..	...	...	..	...	...	10	...	...
New York																					
Albany	New York State College for Teachers[30]	3250	3	1800	2400	..	....	....	$\frac{4}{15}$	...	...	400	1	300	...	..	...	...	$1\frac{1}{2}$	...	...
North Carolina																					
Greenville	East Carolina Teachers College[30]	2200	1	1620	....	..	....	....	5	.22	...	...	..	...	...	..	...	...	..	...	...
Oklahoma																					
Ada	East Central State Teachers College	3600	2	1020	2400	..	....	....	3	.25	.35	...	..	...	...	..	...	...	..	...	...
Alva	Northwestern State Teachers College	2440	..	....	....	..	....	....	1	450	...	...	..	...	...	2	500	...	..	...	...
Edmond	Central State Teachers College	2112	2[35]	1536	1920	..	....	....	8	...	...	...	..	...	...	..	...	...	10	...	...
Pennsylvania																					
Mansfield	State Teachers College	3080	1	2520	....	1	765	....	7	.25	...	...	1	...	...	..	...	...	..	...	...
South Dakota																					
Aberdeen	Northern State Teachers College[30]	2000	2	1400	1800	..	....	....	6	.25	...	...	..	...	...	..	...	...	..	...	...
Tennessee																					
Nashville	George Peabody College for Teachers[30]	4000	8	845	2250	..	....	....	...	.25	.40	...	..	...	...	..	...	...	..	...	...
Texas																					
Denton	North Texas State Teachers College	2400	5	1500	2000	2	900	1200	$2\frac{1}{4}$[22]	.35	.35	...	..	...	...	..	...	...	..	...	...
San Marcos	Southwest Texas State Teachers College[40]	3000	4	1200	1700	1	900	....	15	.25	.40	...	..	...	...	..	...	...	26	.25	.40
Virginia																					
Fredericksburg	State Teachers College	1800	..	....	....	1	1420	....	5	...	...	...	..	...	...	..	...	...	3	...	...
West Virginia																					
Fairmont	Fairmont State Teachers College	2100	1	1800	....	..	....	....	$2\frac{1}{2}$	.30	.35	...	..	...	...	..	...	...	$2\frac{1}{2}$	...	...
Wisconsin																					
Oshkosh	State Teachers College	2600	1	1700	....	1	1200	....	...[45]	.30	...	...	..	...	...	..	...	...	..	...	...
Stevens Point	State Teachers College	2500	2	1200	1700	..	....	....	...	...	...	...	..	...	...	..	...	...	..	...	...

Teachers College and Normal School Library Salaries—I. Teachers Colleges (Four-Year Course)

Teachers College and Normal School Library Salaries—I. Teachers Colleges (Four-Year Course)

Location	Library	Salary Expenditures Last Fiscal Year: Professional	Non-professional	Student	Total	Date of Last Fiscal Year	Library Expenditures Last Fiscal Year	Number of Full-Time Staff Members: Professional	Non-professional	Student	Total	Months of Service Required of Full-Time Staff Members: Professional: Regular Session	Summer Session	Total	Non-professional: Regular Session	Summer Session	Total
Alabama																	
Florence	State Teachers College	2000	600	1650	4250	June 1, 1931	8183	1	1	$2\frac{8}{11}$	$4\frac{8}{11}$	9	3	12	9	3	12
Arizona																	
Flagstaff	Arizona State Teachers College	2550	....	3600	6100	1930-31	8861	1	..	19[2]	..	10	2	12	..	..	..
Arkansas																	
Conway	Arkansas State Teachers College	2400	3077	1300	6777	July 1, 1931	3886	3	1	$4\frac{1}{2}$	$8\frac{1}{2}$	9	3	12	9	3	12
Colorado																	
Greeley	Colorado State Teachers College[6 30]	12,550	1400	2000	15,950	Sept., 1930	25,025	6	1	4	11	..	..	12	..	..	12
Indiana																	
Terre Haute	Indiana State Teachers College[30]	14,001	1563	2267	17,831	Sept. 30, 1931	28,071	8	1	$2\frac{1}{2}$	$11\frac{1}{2}$	..	..	12	..	..	12
Kansas																	
Emporia	Kellogg Library, Kansas State Teachers College[30]	18,300	880	6863	.....	June 30, 1931	34,000	9	1	..[8]	..	9	2	11	9	2	11
Kentucky																	
Bowling Green	Western Kentucky State Teachers College[30]	5720[10]	3120	1880	10,720	June 30, 1931	19,769	5	3	7	15	..	..	12	..	..	12
Murray	Murray State Teachers College	5364	....	2640	8004	May 31, 1931	13,269	3	..	4	7	9	3	12	..	..	..
Louisiana																	
Natchitoches	Louisiana State Normal College	2160	3660	2718	8538	July, 1931	14,017	2	2	17	21	9	3	12	9	3	12
Michigan																	
Mt. Pleasant	Central State Teachers College	7500	1720	2000	11220	....	15,126	3	2	6	11	9	$1\frac{1}{2}$	$10\frac{1}{2}$	..	..	..
Minnesota																	
St. Cloud	State Teachers College	6980	....	2549[19]	9529	June 30, 1931	13,258[30]	4	4	$2\frac{1}{2}$	$10\frac{1}{2}$	..	..	11	..	..	11
Winona	State Teachers College	3500	....	233	3733	July 1, 1931	6700[21]	2	..	$\frac{1}{2}$	$2\frac{1}{2}$	9	$1\frac{1}{2}$	$10\frac{1}{2}$	..	..	..
Missouri																	
Cape Girardeau	Southeastern Missouri State Teachers College	2700	5141	1111	8952	1931	.....	1	3[22]	4[22]	8[22]	$9\frac{1}{2}$	$2\frac{1}{2}$	12	$9\frac{1}{2}$	$2\frac{1}{2}$	12
Warrensburg	Central Missouri State Teachers College	....	....	....	12,922	June 1, 1930-June 1, 1931	.....	4	1	18[22 61]	5[58]	..	..	12	..	..	12
Montana																	
Dillon	Montana State Normal College[30]	3500	1080	420	5000	June 30, 1931	7300	2	1	3	..	..	..	12	..	..	12
Nebraska																	
Kearney	State Teachers College	7500	....	2617	.....	....	5464	3	..	6	9	9	$2\frac{1}{2}$	$11\frac{1}{2}$	..	..	..
New York																	
Albany	New York State College for Teachers[30]	10,000	....	205	10,205	June 30, 1931	14,598	4	..	$\frac{4}{10}$[22]	$4\frac{4}{10}$[22]	10	7[17]	..	..	..	..
North Carolina																	
Greenville	East Carolina Teachers College[30]	4200	....	730	4930	June 30, 1931	5487	2	..	5	4	..	..	12	..	..	..
Oklahoma																	
Ada	East Central State Teachers College	6580	1200	2310	10,090	June 30, 1931	13,590	3	..	3	6	9	3	12	9	2	11
Alva	Northwestern State Teachers College	2500	500	540	.....	June 30, 1931	5540	1	..	6	7	9	2	11	..	2	..
Edmond	Central State Teachers College	8000	....	2577	10,577	June 30, 1931	14,001	4	..	8	..	..	..	12	..	..	..
Pennsylvania																	
Mansfield	State Teachers College	5320	720	401	6441	May 31, 1931	.....	2	1	7	10	9	3	12	9	0	9
South Dakota																	
Aberdeen	Northern State Teachers College[30]	4300	....	1100	5400	July 17, 1931	9400	3	..	6	9	..	..	11	..	..	..
Tennessee																	
Nashville	George Peabody College for Teachers[30]	13,825	....	7860	21,685	Dec. 31, 1931	36,775	9	..	..	9	9	3	12	..	..	..
Texas																	
Denton	North Texas State Teachers College	10,900	2100	1543	14,543	Aug. 31, 1931	25,043	6	2	$2\frac{1}{4}$[22]	$10\frac{1}{4}$	$8\frac{1}{2}$	$2\frac{1}{2}$	..	$8\frac{1}{2}$	$2\frac{1}{2}$	..
San Marcos	Southwest Texas State Teachers College[60]	8700	900	3682	13,282	Sept. 1, 1931	16,200[21]	5	1	8	14	9	$2\frac{1}{2}$	..	$8\frac{1}{2}$	$2\frac{1}{2}$	..
Virginia																	
Fredericksburg	State Teachers College	1800	1420	710	3930	June, 1931	5030	1	1	5[22]	7	9	3	12	9	3	12
West Virginia																	
Fairmont	Fairmont State Teachers College	3600[41]	....	2111	5711	June 30, 1931	9879	$1\frac{3}{4}$	..	$2\frac{3}{4}$	$4\frac{1}{2}$	..	..	12	..	..	..
Wisconsin																	
Oshkosh	State Teachers College	4300	1200	300	5800	June 30, 1931	12,435	2	1	..	3	9	..[46]	12	9	..[46]	12
Stevens Point	State Teachers College	5400	....	305	5705	June 30, 1931	11,130	3	..	..	3	..	..	..	..	..	..

Teachers College and Normal School Library Salaries—I. Teachers Colleges (Four-Year Course)

Location	Library	Annual Vacation Allowance of Full-Time Staff Members in Working Days		Term, Semester, and Quarter Vacation Allowance of Full-Time Staff Members in Working Days		Number of Special Holidays Allowed Full-Time Staff Members in Working Days		Hours per Week Required of Each Full-Time Staff Member: Regular Session		Hours per Week Required of Each Full-Time Staff Member: Summer Session		Student Enrollment		Date of Last General Salary Increase	Reduction in Salaries of Library Staff	Reduction in Budget of Library
		Professional	Non-professional	Professional	Non-professional	Professional	Non-professional	Professional	Non-professional	Professional	Non-professional	Regular Session	Summer Session			
Alabama																
Florence	State Teachers College	32	32	..	..	1	1	44	44	..	..	500	800	1930	No	Yes[1]
Arizona																
Flagstaff	Arizona State Teachers College	38	..	..	..	5	..	43	..	..	..	534	831	1930	Yes[3]	No
Arkansas																
Conway	Arkansas State Teachers College	42	24	3	1	..	..	37½–39	43	..	..	806	1339	....	10%[5]	....
Colorado																
Greeley	Colorado State Teachers College[6, 30]	26	26	..	..	6	6	42½	42½	..	..	1650	2300	....	No	3000
Indiana																
Terre Haute	Indiana State Teachers College[30]	35	35[32]	..	..	5	5	40½	40½	..	..	1635	2231	....	...[7]	....
Kansas																
Emporia	Kellogg Library, Kansas State Teachers College[30]	26	26	15	15	16½	16½	39	48	..	..	1800[9]	2000[9]	1930	No	No
Kentucky																
Bowling Green	Western Kentucky State Teachers College[30]	32	32	..	..	6	6	39	39	..	..	2950	2200	Sept., 1931	No	No[11]
Murray	Murray State Teachers College	14	..	..	..	12	..	42	..	..	..	1131	820	1930-31	No	753
Louisiana																
Natchitoches	Louisiana State Normal College	32	32	1–2[14]	½[14]	8	8	44½	43¼	47	45½	2151	1264	May 15, 1931[13]	No	No
Michigan																
Mt. Pleasant	Central State Teachers College	6[17]	..	..	..	4	..	39	..	..	..	1103	1248	1929	No	Yes
Minnesota																
St. Cloud	State Teachers College	26	26	14	0	5	0	44	44	..	..	1000	819	1930	No	No
Winona	State Teachers College	..	..	..	..	5	..	39	..	..	..	503	351	Sept., 1931	No	No
Missouri																
Cape Girardeau	Southeastern Missouri State Teachers College	..[23]	..[23]	..	..	..	..	44	44	..	..	725	915	1930	No	Yes
Warrensburg	Central Missouri State Teachers College	..[26]	..[26]	..	..	..	..	36	36	33	33	1067	1799	....	No	...[27]
Montana																
Dillon	Montana State Normal College[30]	..[29]	..[29]	..	..	1	1	44	44	..	..	440	365	1927	No	No
Nebraska																
Kearney	State Teachers College	30	..	30	..	4	..	32½	..	32½	..	891	1075	1927	No	No
New York																
Albany	New York State College for Teachers[30]	48	..	37	..	5	..	36¾	..	40	..	1350	1347	1928-29	No	No
North Carolina																
Greenville	East Carolina Teachers College[30]	1[31]	..	24[32]	..	..	..	37	..	35	..	984[33]	496[34]	1928	10%	Yes
Oklahoma																
Ada	East Central State Teachers College	30	0	10	..	..	10	49	37	..	37	1888	2530	1929	10%	10%
Alva	Northwestern State Teachers College	26	..	..	..	10	..	36	..	..	..	961	879	....	5%	No
Edmond	Central State Teachers College	26–42	..	..	..	6–12	..	39	..	..	..	1659	2537	....	4%	...[36]
Pennsylvania																
Mansfield	State Teachers College	..	..	..	..	..	..	..	..	..	..	746	265	....	...	....
South Dakota																
Aberdeen	Northern State Teachers College[30]	1[37]	..	..	..	6	..	42	..	..	..	800	850	....	No	No
Tennessee																
Nashville	George Peabody College for Teachers[30]	26	..	12	..	2	..	44	..	..	..	773	2638	Feb., 1929	No	10,000
Texas																
Denton	North Texas State Teachers College	34[39]	34[39]	..	..	2	2	41½	41½	..	..	1963	3504	1930[13]	No	No
San Marcos	Southwest Texas State Teachers College[40]	20	26	..	..	6	6	39	39	..	..	1223	2318	1928	No	No
Virginia																
Fredericksburg	State Teachers College	21	26	9	9	15	15	45	36	..	..	552	387	....	No	No
West Virginia																
Fairmont	Fairmont State Teachers College	24	..	..	..	23	..	40	..	..	..	889[42]	824	1927	Yes[4]	...[44]
Wisconsin																
Oshkosh	State Teachers College	18	18	..	..	6	6	42	42	..	..	700	565	1930[13]	No	No
Stevens Point	State Teachers College	..[47]	..	..	..	..	..	..	..	..	..	668	626	1929	N	[illegible]

Teachers College and Normal School Library Salaries—II. Teachers Colleges (Three-Year Course)

Location	Library	Librarian	Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants No.	Non-professional Assistants Min.	Non-professional Assistants Max.	Student Assistants No.	Student Assistants Min.	Student Assistants Max.	Salaries for Summer Session if Additional to Yearly Salary: Librarian	Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants No.	Non-professional Assistants Min.	Non-professional Assistants Max.	Student Assistants No.	Student Assistants Min.	Student Assistants Max.
Connecticut																					
New Britain	New Britain State Normal School	2000	1	1000	....	..	....	....	1	...	.75[48]	...	..	...	...	..	...	...	..	...	...
New Haven	State Normal School	2200	..	....	....	1	1180	....	...[51]	...	...	...	..	...	...	..	...	...	..	...	...
Maryland																					
Frostburg	Maryland State Normal School	2500	..	....	....	1½	153[52]	1000	...	...	...	...[53]	..	...	...	..	...	...	..	...	...
Towson	Maryland State Normal School	2600	1	1600	....	3	1200	1300	4	.20	.30	...	..	...	...	..	...	...	..	...	...
New Jersey																					
Newark	State Normal School	2100	3	1200	1800	..	....	....	1[55]	...	...	...[53]	..	...	...	..	...	...	..	...	...
New York																					
Geneseo	State Normal School[56]	4000	2	2800	2800	1	2200	....	...	...	...	400	3	300	350	5	100	275	..	...	...

Location	Library	Salary Expenditures Last Fiscal Year: Professional	Non-professional	Student	Total	Date of Last Fiscal Year	Library Expenditures Last Fiscal Year	Number of Full-Time Staff Members: Professional	Non-professional	Student	Total	Months of Service Required of Full-Time Staff Members: Professional Regular Session	Professional Summer Session	Professional Total	Non-professional Regular Session	Non-professional Summer Session	Non-professional Total
Connecticut																	
New Britain	New Britain State Normal School	....	....	....	1900	.....	2500	1	1	..	2	..	..	12	..	..	..
New Haven	State Normal School	2200	1180	....	3380	June 30, 1931	5785[21]	1	1	..	2	..	..	12	..	..	12
Maryland																	
Frostburg	Maryland State Normal School	2500	1135	85	3720	1930-31	5947	1	1½	½	2½	10	..	10	10	..	10
Towson	Maryland State Normal School	4200	4230	1320	9750	July 31, 1931	16,050	2	4	4	10	10	..	10	10	..	10
New Jersey																	
Newark	State Normal School	....	....	200	.....	.....	.....	3	..	2	..	..	..	11	..	..	..
New York																	
Geneseo	State Normal School[56]	10,550	3075	....	13,625	July 1, 1931	15,192	3	1	..	4	10	6[17]	..	10	6[17]	..

Location	Library	Annual Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Term, Semester, and Quarter Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Number of Special Holidays Allowed Full-Time Staff Members in Working Days: Professional	Non-professional	Hours per Week Required of Each Full-Time Staff Member: Regular Session Professional	Regular Session Non-professional	Summer Session Professional	Summer Session Non-professional	Student Enrollment: Regular Session	Summer Session	Date of Last General Salary Increase	Reduction in Salaries of Library Staff	Reduction in Budget of Library
Connecticut																
New Britain	New Britain State Normal School	2[49]	..	..[50]	..	..[50]	..	40	40	..	..	280	...	1931	No	No
New Haven	State Normal School	52	12	..	..	12	12	38	41	..	35-38	280	...	Sept., 1930	No	No
Maryland																
Frostburg	Maryland State Normal School	52	52	15	15	3	3	40	40	..	..	108	...	1929	No	300[54]
Towson	Maryland State Normal School	50	50	..	..	13	13	38	38	..	..	600	...	1930	No	500
New Jersey																
Newark	State Normal School	1[37]	..	..	..	..	..	36	..	..	..	566	...	1929	No	...
New York																
Geneseo	State Normal School[56]	..[22]	..[38]	..	..	..	..	..	..	..	..	645	664	....[57]	No	No

Teachers College and Normal School Library Salaries—III. Normal Schools (Two-Year Course)

Location	Library	Librarian	Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants No.	Non-professional Assistants Min.	Non-professional Assistants Max.	Student Assistants No.	Student Assistants Min.	Student Assistants Max.	Salaries for Summer Session if Additional to Yearly Salary: Librarian	Professional Assistants No.	Professional Assistants Min.	Professional Assistants Max.	Non-professional Assistants No.	Non-professional Assistants Min.	Non-professional Assistants Max.	Student Assistants No.	Student Assistants Min.	Student Assistants Max.
Idaho																					
Albion	Albion State Normal School	2000	1	1500	....	..	....	....	...	...	...	...	..	...	...	..	...	...	..	...	...
Oregon																					
Ashland	Southern Oregon Normal School	2600	..	....	....	..	....	....	...	.35	.35	...	..	...	...	..	...	...	..	...	...
South Dakota																					
Spearfish	Spearfish Normal School	1992	..	....	....	..	....	....	...	...	...	...	..	...	...	..	...	...	4¾	353	...

Location	Library	Salary Expenditures Last Fiscal Year: Professional	Non-professional	Student	Total	Date of Last Fiscal Year	Library Expenditures Last Fiscal Year	Number of Full-Time Staff Members: Professional	Non-professional	Student	Total	Months of Service Required of Full-Time Staff Members: Professional Regular Session	Professional Summer Session	Professional Total	Non-professional Regular Session	Non-professional Summer Session	Non-professional Total
Idaho																	
Albion	Albion State Normal School	3540	....	....	3540	Jan. 1, 1932	4958	2	..	..	2	10	2	12	..	..	..
Oregon																	
Ashland	Southern Oregon Normal School	2600	....	480	3080	June 30, 1931	5353	1	..	35[38]	1	9	3	12	..	..	..
South Dakota																	
Spearfish	Spearfish Normal School	3540	....	1384	4924	July 1, 1931	10,249	1	..	6¾	7¾	9	1½	10½	..	..	..

Location	Library	Annual Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Term, Semester, and Quarter Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Number of Special Holidays Allowed Full-Time Staff Members in Working Days: Professional	Non-professional	Hours per Week Required of Each Full-Time Staff Member, Regular Session: Professional	Non-professional	Summer Session: Professional	Non-professional	Student Enrollment: Regular Session	Summer Session	Date of Last General Salary Increase	Reduction in Salaries of Library Staff	Reduction in Budget of Library
Idaho																
Albion	Albion State Normal School	31	..	23	..	4	..	38¼	..	..	..	226	137	Sept. 1, 1928	No	618
Oregon																
Ashland	Southern Oregon Normal School	..[59]	..	..	..	..[60]	..	43	..	..	..	379	249	Oct., 1931	...	No
South Dakota																
Spearfish	Spearfish Normal School	50	..	..	..	4	..	37½	..	38½	..	312	412	....	5%	No

1 No book budget
2 Includes one branch
3 One day's salary per month
4 Per hour
5 For 10 months
6 Gives Ph.D. degree
7 Reduction in budget 1932 due to change in personnel
8 20,346 clock hours
9 Including training school and graduate school
10 Librarian on leave
11 Expected soon
12 Per month
13 Individual increase
14 Per term
15 Paid 2 part-time assistants
16 For 6 weeks
17 Weeks
18 On 8-hour basis
19 Includes amount paid to non-professional assistants
20 Not including equipment
21 Approximate
22 Regular session
23 School vacations
24 9890 hours
25 Each for 2½ months
26 About one month's vacation in August, Christmas holidays, and others
27 Practically no books this previous year
28 Each
29 Christmas vacation; usually 2 weeks, and summer vacation; about 5 weeks
30 Schools offering post graduate work
31 Month or more
32 Last year
33 1930–31
34 Summer, 1930
35 Since September, 1931
36 Salary of one staff member $2200
37 Month
38 Student assistants not included
39 Including one month's summer vacation and 8 days at Christmas
40 Graduate work authorized by regents; not yet given
41 Professional assistant not employed first 2 months of the year
42 This semester
43 Fourteen per cent cut for new student assistants
44 Has no budget, but will probably spend $1500 less than last year
45 1000 hours
46 Six weeks' summer school plus 3 weeks
47 Summer vacation about 6 weeks, Thanksgiving recess, Christmas vacation of about 10 days, Easter recess, and a summer off every third summer
48 Dollars for night work, 38 school weeks
49 Months, subject to call all 12 months
50 All holidays and school vacations
51 About 30 students spend an hour each per week doing voluntary work in the library as an extra-curricular activity
52 Half-time
53 No summer session
54 From book fund
55 Part-time at $200 and 30 part-time volunteer student assistants
56 Graduate work offered in summer session only
57 Statutory increases each year until maximum is reached
58 Hours per week
59 Two weeks' Christmas vacation; 3 weeks' between summer and fall terms
60 All legal school holidays
61 Student assistants given in actual number, not in terms of full-time assistants
62 Extra vacation of 5 weeks allowed from time to time for study or travel

JUNIOR AND SENIOR HIGH SCHOOL LIBRARY SALARIES

In Effect January, 1932

The eighth annual table for the junior and senior high school group includes reports from 46 cities, 40 of which appeared in last year's tabulation. Six new names have been added to the list.

It is encouraging to note that, in spite of the pressure which has been brought to bear on all enterprises, 33 systems have been able to stem the tide and have made no salary reductions, and only 10 were forced to make such reductions. Three cities reporting made no statement on this matter. The average minimum salary for the librarian is estimated at $1,682 and the maximum salary at $2,457.

Only 12 cities reported summer sessions in which trained librarians were employed. In the majority of cities the service required of the trained librarian was found to be the same as for teachers, namely the ten-month school year; only 10 cities reporting a longer period of service. The hours of service per week were greatly varied, but, taking an average from the reports given, it was estimated that the time required was about 35 hours.

GERTRUDE D. MAY, *Compiler,*
Soldan High School Library,
St. Louis, Missouri

City	Librarians			Professional Assistants			Non-professional Assistants			Summer Sessions Salaries If Additional to Yearly Salary Librarians[37]		
	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max.	No.	Min.	Max
Atlanta, Ga	9	1200	1500	....	....	....	....	....	....	....	....	....
Birmingham, Ala	5	1012	1620	....	....	....	1	....	540	1	....	200
Boston, Mass	4	2112	2208	....	....	....	....	....	....	....	....	....
Bridgeport, Conn	4	1500	....	....	....	....	1	1100	....	....	....	....
Chicago	37	1100	2400	....	....	....	53	750	1650	9	290	330
Cincinnati, Ohio	10	2100	3100	....	....	....	....	....	....	....	....	....
Dallas, Tex	6	1325	1800	....	....	....	....	....	....	....	....	....
Denver, Colo	16	1650	2880	4	1500	2850	2	500	1900	1	200	....
Detroit, Mich	42	1600	3200	....	....	....	....	....	....	....	....	....
Duluth, Minn	6[3]	1650	2650	....	....	....	....	....	....	....	....	....
East Chicago, Ind	2	1700	2400	....	....	....	....	....	....	....	....	....
Elizabeth, N. J	7	1500	2875	....	....	....	....	....	....	....	....	....
Erie, Pa	4	1425	1800	....	....	....	2	38	38	....	....	....
Evansville, Ind	3	1200	2000	....	....	....	....	....	....	1[34]	180	300
Flint, Mich	6½	1600	2200	....	....	....	9½	756	1140	1[8]	....	....
Gary, Ind	6	1350	2200	....	....	....	....	....	....	4	150	220
Glendale, Calif	2	2500	2800	2	1250	1650	....	....	....	....	....	....
Grand Rapids, Mich	6	1800	2100	6	1260	1980	....	....	....	....	....	....
Houston, Tex	12	945	2160	1	630	....	4	720	1080	1	345	....
Indianapolis, Ind	5[9]	1780	2550[10]	3	1000	1620[11]	16	38	840	....	....	....
Jersey City, N. J	3	2580	2580	....	....	....	4	1080	1560	....	....	....
Joliet, Ill	1	2300	....	....	....	....	1	950	....	....	....	....
Kansas City, Mo.[12]	3	2000	2500	....	....	....	....	....	....	....	....	....
Long Beach, Calif	9	2400	3000	4	2200	3000	8½	425	1500	1	195	....
Milwaukee, Wis	13	1060	1660	....	....	....	....	....	....	....	....	....
Minneapolis, Minn.[17]	15	2000	2750	12	500	1800	6[18]	600	1000	1[19]	240	....
New Bedford, Mass	3	1557	2480	....	....	....	....	....	....	....	....	....
New Haven, Conn.[20]	4	1400	1800	....	....	....	....	....	....	....	....	....
New York City[21]	103	1500	3276[30]	....	....	....	....	....	....	....	....	....
Newark, N. J	6	2200	4000	1	1500	....	....	....	....	3	420	480
Oakland, Calif	23[31]	1980	2820[22]	....	2580	2580	12	1020	1500	....	....	....
Philadelphia	33	2500	3200	2	1800	....	11	920	1280	4	275	300
Pittsburgh, Pa	18	1800	3200	13	1800	2400	....	....	....	2	....[23]	....
Rochester, N. Y	11	1700	3000	4	1400	1400	2	1150	1400	....	....	....
Rockford, Ill	3	1350	1950	....	....	....	1	250	....	....	....	....
St. Louis, Mo	11	1200	2000	....	....	....	....	....	....	....	....	....
St. Paul, Minn	7	1750	2350	....	....	....	....	....	....	....	....	....
San Diego, Calif	9½[26]	2088	2600	....	....	....	....	....	....	....	....	....
Seattle, Wash.[28]	4	1800	2280	....	....	....	....	....	....	....	....	....
Sioux City, Iowa	2	1620	2100	....	....	....	....	....	....	....	....	....
Spokane, Wash	5	1850	2350	2	1500	1900	....	....	....	....	....	....
Tacoma, Wash	2	2035	2035	....	....	....	....	....	....	....	....	....
Toledo, Ohio	6	1260	1800	....	....	....	....	....	....	....	....	....
Trenton, N. J	4	3025	3800	....	....	....	....	....	....	....	....	....
Washington, D. C	12	1400	2200	....	....	....	....	....	....	....	....	....
Youngstown, Ohio	9	1650	3062	....	....	....	....	....	....	....	....	....

Junior and Senior High School Library Salaries

City	Salary Expenditures Last Fiscal Year: Professional	Salary Expenditures Last Fiscal Year: Non-professional	Salary Expenditures Last Fiscal Year: Total	Salaries Paid by Public Library or by School Board	Months of Service Required of Full-Time Staff Members: Regular Session Professional	Regular Session Non-professional	Summer Session Professional	Summer Session Non-professional	Annual Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Term, Semester or Quarter Vacation Allowance of Full-Time Staff Members in Working Days: Professional	Non-professional	Number of Special Holidays Allowed Full-Time Staff Members: Professional	Non-professional
Atlanta, Ga	....	....	10,953	S.B.	9	....	....	....	78	....	....	....	21	....
Birmingham, Ala	6840[36]	540	7380[36]	S.B.	9	9	8 weeks	....	78	....	8	8	5	5
Boston, Mass	....	....	8640	S.B.	10	....	....	....	84	....	....	....	8	....
Bridgeport, Conn	8490	1000	9490	S.B.	40 weeks	40 weeks	....	....	....	....	15	15	9	9
Chicago	....	....	106,812	S.B.	10	10	....	2	....	18	....	....	8	8
Cincinnati, Ohio	24,513	....	24,513	S.B.	10	....	....	....	52	....	....	....	6	....
Dallas, Tex	....	....	9775	S.B.	9	....	....	....	90	....	....	....	13	....
Denver, Colo	38,430	2400	40,830	S.B.	38 weeks	38 weeks	8 weeks	....	48	48	....	....	....	....
Detroit, Mich	111,200	....	....	S.B.	10	....	....	....	60	....	0	....	5	....
Duluth, Minn	....	....	....	S.B.	38 weeks	38 weeks	....	....	....	....	....	....	4	4
East Chicago, Ind	....	....	4220	S.B.	10	....	1½	....	....	....	....	....	7	....
Elizabeth, N. J.	....	....	16,100	S.B.	10	....	....	....	....	....	....	....	....	....
Erie, Pa	6425	....	6425	S.B.	9½	9½	....	....	....	....	....	....	....	....
Evansville, Ind	5425	....	5425	S.B.	10	....	2	....	....[4]	....	....	....	9	....
Flint, Mich	11,950	9700	21,650	S.B.	10–12[6]	12	....	....	....[7]	24	....	....	....	7
Gary, Ind	10,605	....	10,605	S.B.	10	....	2	....	24	....	12	....	3	....
Glendale, Calif	7900	....	7900	S.B.	10	....	....	....	....	....	....	....	13	....
Grand Rapids, Mich	....	....	....	P.L.	12	....	....	....	18	....	....	....	....	....
Houston, Tex	20,196	4158	24,354	S.B.	9–10	9–10	9 weeks	....	....	....	....	....	5	5
Indianapolis, Ind	12,010	4024	16,034	P.L.-S.B.	10–11	10–11	....	....	26–52	26–52	....	....	7	7
Jersey City, N. J	7713	5057	12,770	P.L.	12	12	....	....	24–36	12	10	....	12	12
Joliet, Ill	2300	1140	3440	S.B.	10	10	....	8 weeks	78	26	15	15	5	5
Kansas City, Mo.[13]	....	....	6500	S.B.	10	....	....	....	....	....	....	....	17	....
Long Beach, Calif	35,150	10,575	45,725	S.B.	9½	10–12[14]	6 weeks	6 weeks	64	12–52[15]	36	2	5	5
Milwaukee, Wis	19,300	....	19,300	S.B.	12	....	....	....	20	....	....	....	4	....
Minneapolis, Minn.[17]	47,056	4147	51,203	S.B.-P.L.	9½–12	9½–10[14]	2	....	10–26[15]	10	18[38]	....	6½–10½[14]	10½
New Bedford, Mass	....	....	6157	S.B.	10	....	....	....	45	....	10	....	9½	....
New Haven, Conn.[33]	....	....	....	S.B.	10	....	....	....	....	....	....	....	7	....
New York City[31]	283,266	....	283,266	S.B.	10	....	None	None	45[39]	....	10	....	10	....
Newark, N. J	19,920	....	19,920	S.B.	10	....	6 weeks	....	52	....	10	....	25	....
Oakland, Calif	49,720	17,669	67,389	S.B.	10	11½	....	....	60	14	....	....	....	....
Philadelphia	85,225	12,700	97,925	S.B.	10	10	2	....	52	52	....	....	17	17
Pittsburgh, Pa	....	....	77,975	S.B.	10	....	....	....	....	....	....	....	....	....
Rochester, N. Y	27,217	2450	29,667	S.B.	10	12	....	....	....	26	....	....	23	5
Rockford, Ill	5230	214	5444	S.B.	10	10	....	....	8	....	....	....	5	....
St. Louis, Mo	....	....	....	S.B.	10	....	....	....	....	....	....	....	6	....
St. Paul, Minn	....	....	14,770	S.B.	10	....	....	....	....[35]	....	....	....	....	....
San Diego, Calif	21,222	....	21,222	S.B.	10	....	....	....	....	....	....	....	7	....
Seattle, Wash.[28]	7780	....	7780	S.B.	10	....	....	....	....[35]	....	42	....	....	....
Sioux City, Iowa	3720	....	3720	S.B.	9–9½	....	....	....	50	....	15½	....	15½	....
Spokane, Wash	13,850	....	13,850	S.B.	9½	9½	....	....	65	65	7	7	3	3
Tacoma, Wash	4070	....	4070	S.B.	12	....	....	....	64	....	....	....	26	....
Toledo, Ohio	9900	....	9900	S.B.	9[37]	....	....	....	100	....	....	....	19½	....
Trenton, N. J	13,225	....	13,225	S.B.	10	....	....	....	65	....	....	....	18	....
Washington, D. C	21,600	....	21,600	S.B.	12	....	....	....	78	....	....	....	15	....
Youngstown, Ohio	16,750	....	16,750	S.B.	10	....	....	....	60	....	....	....	5	....

Junior and Senior High School Library Salaries

Junior and Senior High School Library Salaries

City	Hours per Week Required of Full-Time Staff Members: Professional	Non-professional	Saturdays	Student Enrollment: Regular Session Min.	Regular Session Max.	Summer Session Min.	Summer Session Max.	Total Number of Students in City Receiving High School Library Service	Date of Last General Salary Increase Made to the School Library Staff	Reduction in Salaries of School Library Staff	Reduction in School Library Budget
Atlanta, Ga	35	....	Free	967	2747	....	....	12,860	....	None	None
Birmingham, Ala	30	30	Free	384	2357	661	661	....	1930-31	10%	10%
Boston, Mass	35	....	Free	1401	2380	....	....	8125	1929	....	....
Bridgeport, Conn	25	25	Free	877	....	....	....	6265	1931	None	None
Chicago	40	40	Free	610	6887	601	2096	116,582	1929	4%	6000[1]
Cincinnati, Ohio	32½-35	....	Free	1025	3041	....	....	10,293	1931	5%	None
Dallas, Tex	30	....	Free	1335	1946	198	526	9915	1931-32	....[2]	None
Denver, Colo	37	44½	Free	496	2169	1424	....	....	1931	None	4000
Detroit, Mich	35	....	Free	1618	4443	....	....	39,838	1925	10%	Yes
Duluth, Minn	37	37	Free	457	2063	....	....	8808	1931-32	None	None
East Chicago, Ind	30	....	Free	3535	....	1520	....	3535	1930	None	None
Elizabeth, N. J	35	....	Free	6861	....	....	....	6861	1930	None	None
Erie, Pa	30	....	Free	784	2228	....	....	8243	1930	None	None
Evansville, Ind	....[5]	....	....	959	1706	562	....	3860	....	None	1950[1]
Flint, Mich	42	42	....	486	2436	....	....	10,878	1930-31	None[6]	....
Gary, Ind	42	....	½ day	419	1309	....	....	4580	....	None	33⅓%
Glendale, Calif	42	....	Free	1961	2520	....	....	4481	1931	None	None
Grand Rapids, Mich	44	....	....	1157	2195	....	....	13,020	....	None	None
Houston, Tex	35	35	Free	142	1979	1744	....	18,126	....	10%	5000
Indianapolis, Ind	30-42[12]	30-42	Free[35]	383	5639	....	....	14,024	1929-30	None	None
Jersey City, N. J	44	44	....	3100	5810	....	....	12,710	1930	None	....
Joliet, Ill	44	44	½ day	2802	....	850	....	3000	1928	None	400
Kansas City, Mo.[13]	35	....	Free	1397	1922	....	....	....	1928	2%	Yes
Long Beach, Calif	35	44	....[16]	149	3533	557	....	11,809	1929	None	None
Milwaukee, Wis	40	....	½ day	382	2337	....	....	26,592	1929	None	None
Minneapolis, Minn.[17]	30-40[15]	30-40[15]	Free	634	2863	107	....	26,633	1930-31	None	50[30]
New Bedford, Mass	41½	....	Free	1225	2050	....	....	....	1924	7%	....
New Haven, Conn.[33]	30	....	Free	....	4800	....	....	....	1932	None	None
New York City[31]	36½	....	Free	985	10451	....	....	210,891	1927	None	None
Newark, N. J	35	....	Free	384	2576	328	2347	10,221	1930	None	None
Oakland, Calif	30	42	....[16]	....	....	....	....	23,422	....	None	None
Philadelphia	35	35	Free	1094	4424	1676	2323	75,032	1927	None	None
Pittsburgh, Pa	....	....	Free	245	2772	1516	2466	31,883	1930	None	None
Rochester, N. Y	30	38½	....	757	3301	....	....	18,000	1931	None	....[34]
Rockford, Ill	40	20	Free	1499	2718	....	....	5852	1930	None	967
St. Louis, Mo	42½	....	....	....	....	....	....	22,700	....	None	None
St. Paul, Minn	30	....	Free	632	2224	....	....	8826	1927	None	None
San Diego, Calif	25-30	....	Free	337	2676	....	....	10,053	1931[32]	None	None
Seattle, Wash.[23]	....	....	Free	1108	1253	....	....	....	1931	None	Yes
Sioux City, Iowa	37	....	Free	700	1961	....	....	2661	1931-32	None	None
Spokane, Wash	40	40	Free	432	2367	....	....	6292	1920	None	None
Tacoma, Wash	40	....	Free	1999	2110	....	....	4109	1926	7½%	50%
Toledo, Ohio	27	....	Free	1333	2448	....	....	12,677	1929	....[37]	Yes
Trenton, N. J	45	....	Free	7266	7400	....	....	7200	1931	5%	2700
Washington, D. C	25	....	Free	1238	2928	....	....	13,894	1924	....	....
Youngstown, Ohio	40	....	Free	486	2173	....	....	12,610	1924	None	None

1 Book budget reduced
2 Annual increase reduced 33 per cent; board of education reserves right to deduct 7½ per cent of total compensation
3 Includes one half-time librarian who receives $510 per year
4 Regular school vacation
5 Full school day, 5 days per week; 8 to 12, 6 days per week in summer
6 One works 12 months' schedule; others are on teachers schedule
7 One working 12 months receives 24 days; others receive all holidays same as teachers
8 None for professionals, 10 per cent for non-professionals
9 Three high school libraries under school board; 2 under public library, one of which serves as a community branch and is open all year
10 Maximum figures are for high schools under school board
11 Maximum figures are for high schools under public library
12 Lower figures are for high schools under school board
13 Does not include high school branches which serve public also
14 Lower figure for junior high schools
15 Lower figure for senior high schools
16 Free for professional assistants; half-day for non-professional
17 Senior high schools are under school board; junior high schools are under public library
18 Two in junior high schools paid by the hour
19 One junior high school also kept open for summer school
20 On book budget for each junior high school, no reduction for senior high schools
21 Includes 9 for senior high schools; 13 for junior high schools, and one supervisor
22 Does not include supervisor's salary
23 Paid at rate of $7.50 per day
24 Entire school budget curtailed
25 Receive regular vacation and all holidays, including Christmas, Easter vacation, etc., allowed teachers
26 Includes director at half-time; director's salary, $3200
27 School year shortened this year to 9 months instead of regular 10
28 Statistics for junior high schools only
29 Approximately 2 months
30 Librarians holding license of "library assistant" have maximum of $3000; "teacher-librarians," of whom there are 12, have maximum of $4500
31 Senior high schools only
32 Schedule adopted in 1924 provides automatic increases which have been made yearly
33 For reference only, not for circulation
34 Librarians alternate and get ½ of regular salary for 2 months
35 Except for one under public library
36 1931-32
37 Chicago has 9 non-professional assistants during summer session at $150 to $280; East Chicago has one at $120; Joliet has one at $190; and Long Beach has one at $60.

Salary Schedules and Schemes of Service

By M. LOUISE HUNT

Member, A. L. A. Committee on Salaries

THE need having been felt for comparative statistics on salary schedules in operation in American public libraries, questionnaires have been sent out from A. L. A. Headquarters to representative libraries in the United States and Canada serving cities with a population of 25,000 or more.

One hundred and eleven replies have been received and these have been arranged in three groups according to population, on the same basis as that used in the compilations of salaries actually being paid, as shown in this *Bulletin*. The group of large libraries includes those in cities having a population of more than 200,000; the medium group is made up of libraries in cities from 75,000 to 199,000 population; the small group includes libraries in cities with a population from 25,000 to 70,000.

Thirty-six replies are from large libraries, 41 from libraries of medium size, and 34 from libraries classed as small for purposes of this compilation. Eleven of the questionnaires are marked confidential, including one large, 4 medium, and 6 small libraries. Forty-six others had either no definite schedule or one that did not conform to the classifications in the questionnaire closely enough to be used in a comparative table. This group included 10 large, 22 medium, and 14 small libraries. For the tabulation, therefore, reports remained from 25 large, 15 medium, and 14 small libraries—a total of 54.

As the majority of libraries reporting do not include the librarian or the assistant librarian in their graded schedules these positions were omitted from the compilation.

For each position, in both the minimum and the maximum columns, the high, the median, and the low salary figures are given at the bottom of the column. In columns where there is but one figure representing an annual salary, while the others give the hourly rate of pay, or vice versa, that figure was disregarded in finding the high, median, and low figures. In columns containing several of each type, the high, median, and low figures are given separately for the annual salaries and for the hourly rate.

A comparison of the high, median, and low figures in the three tables is interesting. There is a wide variation among the groups, and this variation is by no means constant throughout the grades. The least difference is found in the non-professional grades—junior assistants and pages. In the medium group there are 9 figures that are larger than the corresponding figures in the large library group and 7 that are the same. The small group contains 25 high, median, or low figures that are larger than similar salaries in the medium table and 9 that are the same. This group also has 15 that are larger than the corresponding figures in the large library table and 7 that are the same.

Salary Schedules, Public Libraries in Cities of More than 200,000 Population[1]

City	Department Heads			Division Heads			Branch Librarians			Librarians of Sub-Branches			First Assistants: Departments			First Assistants: Branches		
	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.
Akron, Ohio	....	2280	2760	....	....	....	....	1600	2000	....	1600	2000	....	1600	2000	....	....	....
Brooklyn, N. Y.	....	....	....	....	....	....	3–4	1980	2940	2	1620	1860	4	2340	2940	2–3	1620	2220
Buffalo, N. Y.	....	2400	3000	....	....	....	....	1700	2000	....	....	....	....	2000	2400	....	....	....
Chicago	6	2700	5220	....	....	....	4–6	1740	3420	....	....	....	5–6	2040	2880	3–5	1320	2340
Cincinnati, Ohio	....	1960	3000	....	....	....	....	1380	1880	....	935	1585	....	1700	1975	....	....	....
Cleveland, Ohio	....	2400	4100	....	2000	3600	....	2000	3300	....	....	....	....	....	....	....	....	....
Denver, Colo.	....	1800	2600	....	....	....	....	1200	1560	....	....	....	....	1260	1800	....	....	....
Indianapolis, Ind.	5	1920	3000	4	1620	1860	....	....	....	....	....	....	4	1620	1860	....	....	....
Jersey City, N. J.	A	2220	2580	....	....	....	B	1680	2040	....	....	....	B	1680	2040	....	....	....
Milwaukee, Wis.	5–6	2400	3600	4	1920	2220	4	1920	2220	....	....	....	4	1920	2220	....	....	....
Minneapolis, Minn.	1A	2000	3000	....	1800	2100	1B-2B	1800	2500	....	....	....	2A	1800	2000	2C	1800	2000
New York Circulation[20]	....	1800	4380	....	1900	2940	....	1980	2820	....	....	....	....	1980	2220	....	1980	2220
Newark, N. J.	....	1800	3725	....	....	....	....	1800	3100	....	....	....	....	1700	2500	....	1500	2100
Oakland, Calif.[17]	....	1920	2100	....	1680	1920	....	1680	1800	....	....	....	....	1680	2100	....	....	....
Philadelphia	....	1700	2000	....	1500	1600	....	1700	....	....[12]	1350	....	....	1350	1500	....	1350	....
Providence, R. I.	....	1612	2080	....	....	....	....	1612	1924	....	1248	1404	....	1560	1664	....	....	....
Queens Borough, Jamaica, N. Y.	....	2400	6000	....	1980	3300	3–4	1980	2820	2	1620	1920	4	2340	2820	3	1980	2280
Rochester, N. Y.[13]	7	2500	3750	3–5	1500	3000	3–4	1500	2580	....	....	....	1–3	1100	2000	1–2	1100	1800
St. Louis, Mo.	A	1620	....	....	....	....	A	1620	2280	....	....	....	B	1320	1800[14]	B	1320	1800[14]
San Antonio, Tex.	....	1800	....	....	960	1440	....	1080	1380	....	....	....	....	960	1200	....	960	960
San Francisco, Calif.	....	2100	3000	....	....	....	....	1560	2100	....	....	....	....	1920	2100	....	....	....
Seattle, Wash.	....	1920	3000	....	1680	2700	....	1560	2400	....	....	....	....	1680	2220	....	....	....
Syracuse, N. Y.	4–5	1500	2500	....	....	....	2–4	1500	2500	....	960	1260	2–3	1300	1700	1–2	1300	1700
Toledo, Ohio	....	2100	2800	....	....	....	....	1600	2300[15]	....	....	....	....	1600	2300	....	1100	2000
Washington, D. C.	P3	3200	3800	P1-P2	2000	3200	P1-P3	2000	3800	Sp5	1800	2160	Sp4-Sp5 P1	1620	2600	Sp4-Sp5 P1	1620	2600
High	....	3200	6000	....	2000	3600	....	2000	3800	....	1800	2160	....	2340	2940	....	1980	2600
Median	....	1980	3000	....	1740	2460	....	1680	2300	....	1475	1860	....	1620	2100	....	1350	2050
Low	....	1500	2000	....	960	1440	....	1080	1380	....	935	1260	....	960	1200	....	960	960

City	Children's Librarians[21]			Catalogers[21]			Library Assistants			Junior Library Assistants			Pages or Shelvers			School Librarians		
	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.
Akron, Ohio	....	1600	2000	....	1600	2000	....	1200	1500	....	780	1500	....	480	720	....	....	....
Brooklyn, N. Y.	2–3	1620	2220	2–3	1620	2220	2	1620	1860	1	1320	1560	....	600	....	....	....	....
Buffalo, N. Y.	....	....	....	....	....	....	....	1460	2000	....[7]	1320	1400	....	25c[5]	30c[5]	....	....	....
Chicago	5	2040	2640	5–6	2340	2880	3–5	1320	2340	2	900	1140	1	480	1080	4–6	1740	2400
Cincinnati, Ohio	....	1100	1500	....	900	1800	....	800	1800	....	600	1500	....	600	600[8]	....	....	....
Cleveland, Ohio	....	....	....	....	....	....	....	1500	2400	....	1200	1500[9]	....	20c[5]	50c[5]	....	....	....
Denver, Colo.	....	....	....	....	1100	1800	....	780	1800	....	600	900	....	144	240	....	....	....
Indianapolis, Ind.	....	....	....	....	....	....	....	1260	1620	....	840	1200	....	20c[5]	32c[5]	....	....	....
Jersey City, N. J.	B	1680	2040	B	1680	2040	C	960	1560	....	....	....	....	....	....	....	....	....
Milwaukee, Wis.	....	....	....	4	1920	2220	2–3	1200	1860	1	900	1140	....	25c[5]	60c[5]	....	....	....
Minneapolis, Minn.	3	1500	1800	3	1500	1800	3–4	1200	1800	7	660	1200	....	20c[5]	1200	....	1800	2100
New York Circulation[20]	....	1980	2220	....	1380	2520	....	1620	1860	....	1000	1600	....	270[10]	480[10]	....	....	....
Newark, N. J.	....	1500	2000	....	1400	2200	....	1300	2200	....	720	1200	....	30c[5]	45c[5]	....	....	....
Oakland, Calif.[17]	....	....	....	....	1680	1800	....	1140	1560	....	960	1080	....	35c[5]	....	....	....	....
Philadelphia	....	1200	1350	....	1200	1600	....	800	1200	....	600	750	....	450	750	....	....	....
Providence, R. I.	....	1350	1560	....	1092	2000	....	936	1560	....	....	....	....	468	728	....	....	....
Queens Borough, Jamaica, N. Y.	3	1980	2280	3	1980	2280	2	1620	1920	1	1200	1740	....	25c[5]	40c[5]	2–3	1620	2280
Rochester, N. Y.[13]	1–3	1100	2000	3	1500	2000	1–3	1100	2000	....	720	1600	....	30c[5]	40c[5]	....	....	....
St. Louis, Mo.	Cl	1320	1800	Cg	1320[11]	2160[11]	C	900	1260	....	600	1020	....	480	720	....	....	....
San Antonio, Tex.	....	960	1080	....	1200	1440	....	960	1200	....	960	960	....	480	720	....	....	....
San Francisco, Calif.	....	1680	1920	....	1920	2100	....	1680	1920	....	1200	1560	....	30c[5]	....	....	....	....
Seattle, Wash.	....	1440	2100	....	1440	1920	....	1320	1920	....	840	1020	....	600	780	....	....	....
Syracuse, N. Y.	2	1300	1700	2–3	1160	1700	1	1060	1260	....	720	960	....	25c[5]	35c[5]	....	....	....
Toledo, Ohio	....	....	....	....	....	....	....	1100	2000	....	....	....	....	20c[5]	45c[5]	....	....	....
Washington, D. C.	Sp4-Sp5 P1	1620	2600	Sp4-Sp5 P1	1620	2600	Sp2-Sp3	1260	1800	Sp1-Sp2	1020	1620	Cu1	600	840	....	....	....
High	....	2040	2640	....	2340	2880	....	1680	2400	....	1320	1740	....	600 35c	1200 60c	....	1800	2400
Median	....	1500	2000	....	1440	2000	....	1200	1800	....	840	1200	....	480 25c	724 40c	....	1740	2280
Low	....	960	1080	....	900	1440	....	780	1200	....	600	750	....	144 20c	240 32c	....	1620	2100

All figures given are salary schedule figures, not salaries actually being paid, although the two figures may be, and in some cases are, identical.

Schemes of Graded Service

As an aid in interpretation, each library receiving the questionnaire concerning salary schedules was asked to return also an outline

Salary Schedules, Public Libraries in Cities from 75,000 to 199,000 Population[1]

City	Department Heads			Division Heads			Branch Librarians			Librarians of Sub-Branches			First Assistants: Departments			First Assistants: Branches		
	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max
Berkeley, Calif.	....	2100	2280	....	....	....	....	1500	1920	....	....	....	....	....	....	....	....	....
Flint, Mich.	....	1800	2520	....	....	....	....	....	....	....	....	....	....	1620	1980	....	....	....
Fort Worth, Tex.	....	1500	1900	....	....	....	....	1200	1320	....	480[10]	550[10]	....	....	....	....	....	....
Grand Rapids, Mich.	....	1800	2500	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
New Haven, Conn.	4	1400	2300	....	....	....	4	1400	2000	4	1200	1800	....	....	....	....	....	....
Paterson, N. J.	3	1900	2500	....	....	....	2	1500	1800	....	....	....	....	....	....	....	....	....
Racine, Wis.	....	2000	2500	....	....	....	....	1500	2250	....	....	....	....	....	1800	....	....	1800
St. Joseph, Mo.	1	1500	....	....	....	....	2	960	....	....	....	....	2	960	....	....	....	....
San Diego, Calif.	1	1800	2400	....	....	....	2	1560	1800	2	1440	1560	2	1560	1800	....	....	....
Savannah, Ga.[9]	....	1500	1860	....	....	....	....	1200	1500	....	....	....	....	1080	1560	....	....	....
Sioux City, Iowa	....	1560	1980	....	1200	1560	....	1080	1440	....	....	....	....	....	....	....	....	....
Somerville, Mass.	1–2	1356	1617	2	1356	1356	1	1565	1565	2	1252	1252	2	1356	1356	2	1356	1356
Spokane, Wash.	....	1980	2160	....	....	....	....	1440	1680	....	....	....	....	1440	1620	....	....	....
Vancouver, B. C.	A	1800	2400	A	1440	1860	A	1560	1920	....	....	....	A	1440	1860	A	1440	1860
Worcester, Mass.	....	1500	2600	....	1500	2100	....	1500	2100	....	75	300	....	1075	1900	....	1000	1600
High	....	2100	2600	....	1500	2100	....	1565	2250	....	1440	1800	....	1620	1980	....	1440	1860
Median	....	1800	2350	....	1398	1710	....	1500	1800	....	1200	1560	....	1398	1800	....	1356	1700
Low	....	1356	1617	....	1200	1356	....	960	1320	....	75	300	....	960	1356	....	1000	1356

City	Children's Librarians[21]			Catalogers[21]			Library Assistants			Junior Library Assistants			Pages or Shelvers[5]			School Librarians		
	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max
Berkeley, Calif.	....	1500	2100	....	1500	2100	....	1560	2100	....	1020	1500	....	35c	55c	....	....	....
Flint, Mich.	....	1320	1920	....	1320	1920	....	1320	1920	....	840	1320	....	20c	30c	....	1550	2060
Fort Worth, Tex.	....	1560	1900	....	....	....	....	720	1080	....	600	900	....	....	....	....	....	....
Grand Rapids, Mich.	....	....	....	....	....	....	....	1380	....	....	840	1320	....	....	....	....	....	....
New Haven, Conn.	....	....	....	....	....	....	2–3	1260	1800	1	900	1200	....	20c	30c[15]	....	....	....
Paterson, N. J.	2	1500	1800	2	1500	1800	2	1500	1800	1	900	1400	....	25c	....	....	....	....
Racine, Wis.	....	1500	1800	....	1500	1800	....	1500	1800	....	600	1200	....	20c	30c	....	....	....
St. Joseph, Mo.	....	....	....	2	960	....	....	....	....	3	840	....	4	15c	30c	....	....	....
San Diego, Calif.	2	1200	1380	2	1440	1800	3	1200	1440	4	780	1140	5	20c	40c	....	....	....
Savannah, Ga.[6]	....	1500	....	....	....	....	....	....	1200	....	600	1140	....	30c	....	....	....	....
Sioux City, Iowa	....	....	1260	....	1080	....	....	....	....	....	15c[5]	25c[5]	....	20c	35c	....	....	....
Somerville, Mass.	2	1252	1356	2	1356	1356	2–3	887	1148	....	....	....	....	25c	30c	....	....	....
Spokane, Wash.	....	1260	1380	....	1260	1380	....	1260	1380	....	1020	1020	....	25c	40c	....	....	....
Vancouver, B. C.	A	1320	1680	A	1320	1680	A	1320	1680	B	780	1200	....	30c	45c	....	....	....
Worcester, Mass.	....	1000	1600	....	....	....	....	1100	1600	....	800	1100	....	25c	60c	....	....	....
High	....	1560	2100	....	1500	2100	....	1560	2100	....	1020	1500	....	35c	60c	....	....	....
Median	....	1320	1680	....	1338	1800	....	1290	1640	....	840	1200	....	25c	35c	....	....	....
Low	....	1000	1260	....	960	1356	....	720	1080	....	600	720	....	15c	30c	....	....	....

of its scheme of promotional or graded service, giving education and training required for appointment to the staff and the basis for promotion.

While it is true that many libraries have suspended the operation of their schedules and promotional schemes because of the economic emergency, nevertheless the statistics are valuable for purposes of comparison and may be especially useful when the opportunity comes for resuming normal development.

In these outlines there is so much variance in organization, amount of detail, and terminology that generalizations are difficult. There is almost unanimous agreement, however, in all 3 population groups that graduation from a college and from a library school of recognized standing should be required for appointment to positions of professional grade. Some libraries that do not actually require a college degree state that it is desirable or that those with a college degree or one or more years of college will be given preference in appointment and also in amount of salary received. For the positions in the higher professional grades where more responsibility is involved, a certain number of years of successful experience, in a library using modern methods, as well as proven administrative ability, is required by a majority of these large and medium sized libraries and some small libraries.

Some libraries state that an assistant's library school training may be a part of the four years of college required for the bachelor's degree.

Salary Schedules, Public Libraries in Cities from 25,000 to 70,000 Population[1]

City	Department Heads			Division Heads			Branch Librarians			Librarians of Sub-Branches			First Assistants: Departments			First Assistants: Branches		
	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.
Beaumont, Tex.	3	1200	1800	....	....	....	4	....	....	7	360[19]	....	5	....	....	....	....	....
Cedar Rapids, Iowa	....	1440	1620	....	....	....	....	....	....	....	....	....	....	1380	1560	....	....	....
Council Bluffs, Iowa	....	2000	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
East Cleveland, Ohio	....	2000	3300	....	....	....	....	1600	3300	....	....	....	....[3]	....	....	....[3]	....	....
East Orange, N. J.	3	1740	2400	....	....	....	3	1740	2400	....	....	....	2	1320	1680	....	....	....
Great Falls, Mont.	....	1530	2070	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Hammond, Ind.	....	1860	....	....	....	....	....	....	....	....	1080	....	....	....	....	....	....	....
Kalamazoo, Mich.	1	1800	2400	....	....	....	1–2	1500	2400	2	1500[2]	1800	....	1500	1800	....	....	....
Lakewood, Ohio	....	2000	2800	....	....	....	....	1600	2200	....	....	....	....	....	....	....	....	....
Muskegon, Mich.	....	1900	2500	....	1200	....	....	....	....	....	1500	1800	....	....	....	....	....	....
Perth Amboy, N. J.	....	1500	1800	....	....	....	....	1500	1800	....	....	....	....	....	....	....	....	....
Springfield, Mo.	....	1920	2160	....	....	....	....	1200[16]	....	....	....	....	....	....	....	....	....	....
Watertown, Mass.	....	1200	1700	....	....	....	....	1500	1700	....	900	1500	....	....	....	....	....	....
White Plains, N. Y.	....	1800	2400	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
High	....	2000	3300	....	....	....	....	1740	3300	....	1500	1800	....	1500	1800	....	....	....
Median	....	1800	2280	....	....	....	....	1500	2300	....	1080	1800	....	1380	1680	....	....	....
Low	....	1200	1620	....	....	....	....	1200	1700	....	900	1500	....	1320	1560	....	....	....

City	Children's Librarians[21]			Catalogers[21]			Library Assistants			Junior Library Assistants			Pages or Shelvers[5]			School Librarians		
	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max.	Grade	Min.	Max
Beaumont, Tex.	6	1428	1740	....	1800	1920	7	972	1200	8	780	840	10	25c	25c	....	....	....
Cedar Rapids, Iowa	....	....	....	....	....	....	....	900	1560	....	....	....	....	20c	27c	....	....	....
Council Bluffs, Iowa	....	1800	2000	....	1800	2000	....	780	1500	....	780	1140	....	....	....	....	2000	2400
East Cleveland, Ohio	....[3]	....	....	....	....	....	....	1500	2400	....	840	1500	....	20c	25c	....	1600	3300
East Orange, N. J.	2	1320	1680	2	1320	1680	2	1320	1680	1[4]	840	1260	....	20c	30c	....	....	....
Great Falls, Mont.	....	....	1590	....	60c[5]	....	....	750	840	....	....	....	....	....	....	....	....	....
Hammond, Ind.	....	1920	....	....	....	....	....	780	....	....	....	....	....	25c	30c	....	....	....
Kalamazoo, Mich.	2	1500	1800	....	....	....	3	900	1200	3	900	1200	....	25c	50c	....	....	....
Lakewood, Ohio	....	....	....	....	....	....	....	1500	1900	....	840	1500	....	20c	35c	....	....	....
Muskegon, Mich.	....	1500	1800	....	1500	1800	....	1080	1400	....	900	1200	....	20c	35c	....	1300	2000
Perth Amboy, N. J.	....	....	....	....	....	....	....	1080	1440	....	720	1020	....	....	....	....	....	....
Springfield, Mo.	....	1500	1740	....	1560	1800	....	1500	1740	....	35c[5]	....	....	35c	....	....	....	....
Watertown, Mass.	....	1000	1500	....	1200	1700	....	1100	1600	....	800	1000	....	20c	35c	....	....	....
White Plains, N. Y.	....	1400	....	....	1900	....	....	1300	1400	....	1100	....	....	500[16]	....	....	....	....
High	....	1920	2000	....	1900	2000	....	1500	2400	....	1100	1500	....	35c	50c	....	2000	3300
Median	....	1500	1740	....	1560	1800	....	1080	1500	....	840	1200	....	20c	30c	....	1600	2400
Low	....	1000	1500	....	1200	1680	....	750	840	....	720	840	....	20c	25c	....	1300	2000

1 Schedules in effect January, 1932
2 Also has apprentices at 50c per hour
3 Included under "Library Assistants"
4 Also has junior aids, ungraded: minimum $600, maximum $780
5 Per hour
6 Salaries given are minima and maxima paid in recent years
7 Also has student assistants attending library school, $85 a month
8 Also has shelf men, $720 to $1300; head shelf man, $2500
9 Also has apprentices and junior clerks, $840 to $1140
10 Half-time
11 Assistant catalogers, $900 to $1260
12 Assistants in charge of deposit stations
13 Also has junior assistant to librarian, $2000 to $3750; central librarian grade 6, $1800 to $3500; assistant central librarian grade 5, $1620 to $3000; reference librarian grade 4, $1500 to $2580
14 Those eligible to grade A, but more valuable in present capacity exceed this
15 Certain full-time pages may receive 40c
16 Branch in Negro school
17 Also has order assistant, $1680 to $1920; bibliographical assistant, $1680 to $1800; supervising assistant, $1680
18 Includes supervising assistants, $1900 to $2300
19 One-third time
20 Three boroughs: Bronx, Manhattan, Richmond
21 Department heads not included

Equivalents are recognized by a number of libraries for college graduation, library school graduation, or both.

For the lower professional grades, several libraries specify less than four years of college, but virtually all include library school.

For the non-professional grade of junior assistant, almost without exception, the libraries reporting require at least high school graduation and the completion of an apprentice course or summer school. Some college work is specified for this grade by one library in the small group, one in the medium, and 7 in the large; 2 of the large group requiring a college degree.

A few libraries reporting operate under civil service. Some others require written or oral examinations, or intelligence tests, or a combination of the three, for appointment to the staff. Promotion within a given grade or from

grade to grade usually depends upon efficiency ratings, but some libraries require examinations or the completion of a project set by the librarian.

The normal salary increases given range from $60 to $75 a year in the non-professional grades and from $100 to $150 in the professional grades. Several libraries state that salary increases are not automatic, but depend upon increasing efficiency and professional development on the part of the staff member.

Although a scheme of service that might fairly be called typical is hard to find in groups that show so much diversity, it may be of interest to quote one plan in full. Toledo's has been chosen because, while it is one with high standards that is in operation in a large library, it could readily be adapted to the library of medium or small size. It also takes into account intelligence tests and various personality qualifications and makes provision for leaves of absence for study.

Toledo Staff Service Regulations as Adopted, January 13, 1928

The Toledo Public Library is under the control of a Board of Trustees. All appointments to the Library Service are made by the Board upon the recommendation of the Librarian. Appointments to positions not in the Library Service are made upon recommendation of the Librarian, subject to later ratification by the Board, as are also those in the grade of senior clerk. Positions not in the graded Library Service include janitors, pages, typists, book menders, clerical helpers, etc.

Under Library Service are included all positions in which a knowledge of library methods is required, and where general education and a knowledge of books are a prerequisite for good service. Department heads, branch librarians, library assistants, and such others as in the judgment of the Library Board and the Librarian need these qualifications are classified in this group.

Positions in the Library Service are filled by the appointment of applicants meeting the requirements shown in the statement of qualifications following. Such applicants must be either a graduate of the training class of this library, or have to their credit one year's work at a library school.

Training Class*

Minimum Entrance Qualifications

Full high school course or its equivalent; passing of the Library's examination consisting of questions in general literature, history, current events, and general information, and of an Intelligence test; an age of 18 years and less than 35; satisfactory personal qualifications; good health. Application is required in writing on the blank provided by the Library.

A degree from an academic course in an accredited college is a very desirable additional qualification. Ability to use a typewriter is a distinct asset.

The training course is given without charge to the student. No compensation is made for practice work, but after the student has attained a satisfactory degree of proficiency substitute work may be paid for at the rate of 40¢ an hour, if the Librarian finds it necessary to employ students.

Successful completion of the course entitles members of the class to be considered for elementary positions in the Library Service. Compensation will be 50¢ an hour for part time work, or $1,100 per year for full time appointment. Training class graduates with two years or four years of academic work in an accredited college, and whose college and training class records are equivalent to B or higher, will, on appointment, be paid $1,200.00 or $1,300.00 per year, and be given an advanced standing of one or two years respectively in the grade of assistant. Consideration will be given to the rank attained in the Training Class in the order of making appointments, but the best interests of the Library may require a departure from the strict order of rank.

Graduates of the Library's Training Class will usually not be able to qualify for the

*Discontinued temporarily.

grade of senior assistant, unless they show executive ability and book knowledge to a high degree or possess other qualifications of great value to the Library. A college degree or a library school course are very desirable assets for advanced positions in the Library.

GRADED SCHEDULE—DUTIES, QUALIFICATIONS, SALARIES

Assistant

Duties

Under supervision, to do simpler kinds of library work of a varied character, a considerable part of which may involve contact with the public, to aid in routine tasks, lending of books, registration, and other necessary work where specialization is not required.

Minimum Qualifications

Education equivalent to that represented by graduation from a standard four years high school, the completion of this library's training course; the ability to understand and carry out directions, and willingness to follow a prescribed routine; knowledge of and liking for books; ability to get along well with others; adaptability; satisfactory personality; accuracy; tact; good judgment.

Two or more years of educational work of college grade with specialization in literature is an additional desirable qualification.

Salary range $1,100—$1,500.00

Senior Assistant

Duties

To assist with the more difficult non-supervisory work of a varied character in a department or branch, much of which may involve giving individual service to users of the Library.

Minimum Qualifications

Education equivalent to that represented by graduation from a university or college of recognized standing, and or including one year in a technical library school; or graduation from a standard four year high school, completion of this Library's training course, and the equivalent of four years successful experience in the grade of assistant involving the performance of increasingly complex duties and contact with the public. In addition, considerable knowledge of library organization, procedure, aims, policy and service; marked liking for and a wide knowledge of books; ability to understand the book needs of the public, and to get along well with others; satisfactory personality; accuracy; tact; good judgment.

Salary range $1,600—$2,000.00

Branch Librarian of Large Branch Supervising Assistant

A large branch is one requiring the services of five full time assistants in the Library Service, or which is housed in a separate building, with auditorium, club room and other facilities for carrying on a varied branch library service.

Duties

Under the direction of the Librarian, or head of the department, to have supervision over a large branch or of work in a department where there is a division of labor and considerable amount of work to be accomplished; to perform other work as required.

Minimum Qualifications

Education equivalent to that represented by graduation from a university or college of recognized standing, and or including one year in a technical Library school and successful experience in library work involving varied and complex duties pertinent to supervisory work; or, promotion from the grade of senior assistant of this Library based upon successful service in that grade. In addition considerable knowledge of books and their use; ability to make community contacts; skill in laying out work for others; to direct them in their work; to get them to work well together; accuracy; tact; good judgment.

Salary range $1,900—$2,300.00

Department Head

Duties and Minimum Qualifications

The same as for Branch Librarian or Supervising Assistant, with particular regard shown to advanced education, variety and length of experience, personal qualities, and especially fitness for the duties of the particular position in question.

Salary range $2,100—$2,800.00

Librarian and Assistant Librarian

These are special positions with salaries and requirements to be fixed by the Board of Trustees as occasion requires.

Promotions and Salary Increases*

Salary increases will normally be made once a year and in increments of $100 a year. Advances in salary shall depend upon individual growth and increased efficiency. Seniority, the mere addition of another year to the term of service, does not in itself justify an advance in salary; this must depend upon an increase in the value of the service rendered, as compared with previous service. Length of service unaccompanied by increased efficiency is a reason against rather than in favor of an advance in salary. On the other hand, exceptional efficiency and rapid growth may be recognized by a more rapid promotion.

Promotion within the staff is possible from the lowest grade to the highest. However, education and library training become increasingly important with the increasing importance of the work done, and staff members desiring promotion should seek to qualify themselves by attendance at schools or through self-education.

GENERAL

Not only the qualifications of the staff member and the length and quality of service, but also the character and importance of the work to be done, and the amount of money available for salaries will affect the grading of members of the staff.

Those serving as children's librarians, first assistants, librarians of smaller branches or school branches, will be placed in the various grades in accordance with their qualifications and length of service.

Experience in another library may be given weight equal to service in the Toledo Public Library, provided that in character and grade of work it equals or is superior to that of the Toledo Public Library and that its staff requirements are equivalent to those of this schedule.

LEAVES OF ABSENCE FOR STUDY

[Librarian believes in such provision but State Bureau of Inspection has ruled that there is no authority in Ohio State Laws for Library Board to grant such leave.]

After five full years of satisfactory service the Library may grant to members of the staff a leave of absence up to nine months, plus four weeks of vacation, all on half pay, for such further study, usually in library school, as in the judgment of the Librarian will make the member of the staff of greater value to the institution.

After three years of satisfactory service the Library may grant a leave of absence of six to ten weeks for study, usually in a library school, plus two weeks vacation, on full pay, under conditions similar to above.

When such leaves are accepted by members of the staff they obligate themselves to work for two years with the Toledo Public Library in case of a nine months leave, or one year in case of the shorter leave. In lieu of this service a refund of the salary received during this time, pro rated for any time worked after the leave, may be made to the Library.

Requests for such leaves must be made in writing to the Librarian and must be acted upon by the Board before they may be allowed.

Members of the staff, after a full year's service, may be permitted to take college work up to three hours a week on library time with full pay, if the subjects taken are approved by the Librarian and if a grade equivalent to A or B is received.

In the event that in the Librarian's judgment the number of requests for any of these forms of leave is such that their granting would be seriously detrimental to the work of the Library, only such requests will be allowed as seem to be wise taking into account length of service on the part of the applicants, quality of work done by them and the likelihood of benefit to them.

Pages

Full time pages, part time pages, including high school and college students, and others may be employed at a rate of 20¢ to 45¢ an hour, depending upon education, character of work done, length of service, and student rate of pay elsewhere in the city.

*Temporarily suspended January, 1931.

Junior Clerk

Clerks may be employed in the public, technical or business departments of the Library, but in work of clerical nature, and for which library and literary qualifications are less necessary. Qualifications are those needed for the special duties in each case, such as typing, stenography, multigraphing, bookkeeping, book repair, etc.

Salary range $60.00 (720.00) to $85.00 (1,020.00) a month.

Senior Clerk

This grade will include only a limited number of clerical workers carrying special responsibilities. Salary range from $1,020.00 to whatever the Library Board may decide.

DEFINITIONS USED IN COMPILING SCHEDULES AND SALARY FIGURES

In the preceding schedules of salaries, "library assistants" include those who have had a minimum of six months' training; and those who have had successful experience equivalent to such training, provided that they are holding positions equal in standing and importance.

"Junior library assistants" include those who perform, under supervision, prescribed details of simple routine work. They may have had brief elementary training or have qualified through satisfactory substitute or other experience for this class. No assistants without high school certificate are included. These are designated as clerical assistants in some libraries.

The following definitions apply to tables of salaries actually in effect.

Public Libraries

A "division" is a subdivision of a department. A division head is under immediate direction of the department head rather than under the librarian.

"Branch librarians" are those in charge of an auxiliary library having its own permanent collection of books, either occupying a separate building or housed in one or more rooms in a school, park or field house, social settlement, parish house, rented store, etc., and administered as an integral part of the library system, i.e., by a paid staff. The hours of opening for branches approximate those of the central library. (Used for public libraries in cities of 75,000 population or more.)

"Branch librarians" devote full time to the management of an auxiliary library having its own permanent collection of books, either occupying a separate building or housed in one or more rooms in a school, park or field house, social settlement, parish house, rented store, etc., and administered as an integral part of the library system, i.e., by a paid staff. Branches have at least one *full-time* librarian. (Used for public libraries in cities of less than 75,000 population.)

A "sub-branch" is a branch in which the hours of opening do not approximate those of the central library or the regular branches. Librarians are estimated in terms of full-time assistants, i.e., four sub-branches may be served by one librarian. Those counted elsewhere are not included.

"Children's librarians" include only those in charge of children's rooms or of children's work in extension departments, who have had special training or sufficient library experience to qualify them for this classification. The head of a children's department is included under "Department Heads."

"Catalogers" include only those actually doing *expert* cataloging and do not include typists or others doing clerical or routine work in the catalog department. The head of a catalog department is included under "Department Heads."

"Professional assistants" include those who have had a minimum of one year of library school training; or who have had successful experience equivalent to such training, provided that they are holding positions equal in standing and importance.

"Non-professional assistants" include only those who perform under supervision prescribed details of simple routine work, carry on the elementary processes in the library, or are engaged in clerical work. They may have had brief elementary training or have qualified through satisfactory substitute or other experience for this class. No assistants without high school certificates are included.

School and College Libraries

"Professional assistants" include those members of the staff of a *university or college library* who have:

a. A bachelor's degree, with one year of professional education; or

b. A bachelor's degree, with not less than three years of experience in a scholarly library of fifty thousand volumes or more; or

c. An informal education considered by the librarian as the real equivalent of four years of college work, plus five years' experience in a scholarly library of fifty thousand volumes or more. This provision is to take care of those already in the profession. Later additions to the professional group should meet requirements (a) or (b).

"Professional assistants" include those members of the staff of a *small college library* who have:

a. A bachelor's degree, with one year of professional education; or

b. A bachelor's degree which includes one year of professional education in the four years which lead to the bachelor's degree; or

c. (1) An education considered by the librarian as the real equivalent of four years' college work, plus one year of professional education; or

(2) An informal education equivalent to four years of college work, plus five years of experience in a library of recognized professional standing. The provisions of (c) are to take care of those already in the profession. Later additions to the groups should meet requirements (a) or (b), as other members of the college faculty are required to do.

"Professional assistants" include those members of the staff of a *teachers college and normal school library* who have:

a. A bachelor's degree, with one year of professional education; or

b. A bachelor's degree, with not less than three years' experience in a library of recognized professional standing; or

c. An informal education considered by the librarian as the real equivalent of four years of college work, plus five years' experience in a library of recognized professional standing. This provision is to take care of those already in the profession. Later additions to the professional group should meet requirements (a) or (b).

"Professional assistants" include those members of the staff of a *junior and senior high school library* who have:

a. A bachelor's degree, with one year of professional education; or

b. A bachelor's degree which includes one year of professional education in the four years which lead to the bachelor's degree; or

c. (1) An education considered by the librarian as the real equivalent of four years of college work, plus one year of professional education; or

(2) An informal education equivalent to four years of college work, plus five years of experience in a library of recognized professional standing. The provisions of (c) are to take care of those already in the profession. Later additions to the groups should meet requirements (a) or (b), as other members of the high school faculty are required to do.

"Non-professional assistants" include those who perform under supervision prescribed details of simple routine work, carry on the elementary processes in the library, or are engaged in clerical work. They may have had brief elementary training or have qualified through satisfactory substitute or other experience for this class. No assistants without high school certificate are included.

"Vacations" are estimated in number of working days, omitting Sundays and special holidays, i.e., one month is estimated as twenty-six working days, and two weeks as twelve working days.

A. L. A. NEWS

Special Memberships Received

THE following new or renewed A. L. A. special memberships are gratefully acknowledged:

A. L. A. Catalog Section; A. L. A. College and Reference Section; A. L. A. professional staff; A. L. A. Section for Library Work with Children; American Social Hygiene Association; D. Appleton and Company; Mr. and Mrs. D. S. Blossom; Chester C. Bolton; George P. Brett, jr.; Bryn Mawr College Library; Chicago Library Club; faculty and staff of the School of Library Service of Columbia University; F. E. Compton and Company; Library of Congress staff; Gratia Countryman.

Dallas Library Club; Detroit Public Library; Cleveland E. Dodge; R. R. Donnelley and Sons Company; William A. Douglass; Isabel Du Bois; Duke University and Duke University Woman's College Library; East Cleveland Public Library staff; East Orange Public Library; Encyclopaedia Britannica; First National Bank of Chicago; Florida Library Association; Public Library of Fort Wayne and Allen County.

Mrs. T. A. R. Goodlatte; E. R. Grasselli; Grolier Society; Charles Gwynne; Houston (Tex.) Public Library staff; Illinois State Library, Division of Library Extension; Indiana State Library; Irvington-on-Hudson Public Library; Mrs. Jennie T. Jennings; Kansas City Public Library Staff Association; Kansas University Library staff; Alice Kingsbury; Lake Forest (Ill.) Public Library; Maria Leavitt; J. B. Lippincott Company; Little, Brown and Company; Louisiana Library Association.

A. C. McClurg and Company; McGill University; McGill University Library; Tracy W. McGregor; Edward Mallinckrodt, jr.; Marshall and Ilsley Bank; Missoula (Mont.) Public Library; J. Pierpont Morgan; Carnegie Library of Nashville; New Jersey Library Association; New York Library Club; New York Public Library; New York State Library School Association; Northwestern University; Frank B. Noyes; Oberlin College Library; Adolph Ochs; Ohio Library Association; Sara Patterson; Peoria (Ill.) Public Library; Frederic B. Pratt; Graduates Association of Pratt Institute School of Library Science; Racine Public Library staff; Rand, McNally and Company; Frederick Ross.

St. Joseph (Mo.) Public Library; Charles Scribner's Sons; W. S. Snead; Snead and Company; Standard Gas and Electric Company; Clarence Sumner; Teachers College Library, Columbia University; Toronto (Ontario) Public Library; Vassar College Library; Dr. Otto H. F. Vollbehr; Waukegan Public Library; Wesleyan University Library; Wichita City Library staff; Elizabeth T. Williams; Wilmington Institute Free Library; Worcester (Mass.) Public Library; Ola Wyeth; Youngstown Public Library; Youngstown Public Library staff.

As the *Bulletin* goes to press, additional renewals are acknowledged as follows:

The University of Chicago; The University of Chicago Libraries; Duluth Public Library staff; the Macmillan Company; Theodore W. Noyes; Oxford University Press.

The A. L. A. Finance Committee has based the Association's 1932 budgets upon the sustaining and contributing enrollment as it now stands. Every renewal, therefore, plays a vital part in maintaining the Association's essential services. Lapses, which inevitably occur on account of deaths or serious financial difficulties, must

be replaced with new memberships. Specifically, 20 new sustaining and 70 new contributing members are still needed. We are deeply appreciative of the new and renewed memberships received, which are so greatly needed to maintain the services of our professional organization in these difficult times.

GEORGE BURWELL UTLEY, *Chairman, Special Membership Committee*

"News Handbook"

THE *News handbook for press committees; practical directions for civic organizations,* by Louise Funston Shields, copies of which were sold at New Orleans in connection with the Publicity Round Table session of the conference, is obtainable from the News Handbook Press, 818 West Adams Boulevard, Los Angeles, at 50 cents a copy.

Newspaper editors, the author has found, are ready to accept amateur "copy," if the story is intelligibly told and will interest a large number of people. Librarians, as well as other civic leaders, will find the handbook an aid in translating the work of their organizations into news from the standpoint of the reader.

Safeguarding of Service Urged

SAFEGUARDING of library service at this time was urged in the following resolution passed by the National Congress of Parents and Teachers at Minneapolis, Minnesota, May 20:

> We believe that the essential services of existing libraries must be safeguarded in this period when people are turning to books as never before; and that library opportunity must be extended to rural people through the establishment of county libraries.

Library Administration

PUBLIC administration of public libraries will be studied by a joint committee of the Social Science Research Council and the American Library Association.

A. Raymond Hatton, professor of political science at Northwestern University, Simeon E. Leland, professor of economics at the University of Chicago, and Lent D. Upson, director of the Detroit Bureau of Governmental Research, are committee members representing the Social Science Research Council.

Milton James Ferguson, Carleton B. Joeckel, and Clarence B. Lester are the A. L. A. committee members.

Resolutions Available

THE statement regarding maintenance of library services to the public and the resolution dealing with salary standards, both adopted by the A. L. A. Council and published in last month's *Bulletin* (p. 335), have been mimeographed, and copies are available on request from the American Library Association, 520 North Michigan Avenue, Chicago.

"Children's Reading" Published

CHILDREN'S *reading; a study of voluntary reading of boys and girls in the United States,* the report of the Subcommittee on Reading of the White House Conference on Child Health and Protection, has been published by the Century Company, 353 Fourth Avenue, New York City, from which it may be purchased for 75 cents plus 10 cents' postage.

Carl H. Milam, secretary of the American Library Association, was chairman of the subcommittee responsible for the report.

List on Economic Planning

A SELECTED list of books, magazine articles, and pamphlets on economic planning, prepared by Mary E. Eastwood, head of the Book Information Section, State Library, Albany, New York, may be found in the June issue of the *Booklist*.

Books for Blind Ready

MORE than forty books for the adult blind are now ready for lending from distributing libraries in all parts of the United States, and additional titles are constantly being embossed and shipped to those libraries, under the provisions of the Pratt-Smoot Bill, it is announced by Herman H. B. Meyer, director of the project, Books-for-the-Blind.

A printed list of these books and of the libraries distributing them may be obtained upon request from Dr. Meyer at the Library of Congress, Washington, D. C.

Plea to Publishers

ABOUT one thousand publishers have been sent *A plea to publishers* regarding the standardization of periodicals, according to Janet Doe, chairman of a joint committee of the Business Libraries, Catalog, and Periodicals sections of the A. L. A. and the Special Libraries Association.

Summer Reading Lists

THE list of recommended books on subjects covered by the educational broadcasts given under the auspices of the National Advisory Council on Radio in Education, mentioned in the May *Bulletin* (p. 341), are now obtainable from the University of Chicago Press, 5750 Ellis Avenue, Chicago. Prices are as follows: 100 copies, $1.50; 500, $6.25; 1,000, $10; 5,000, $45.

New Hampshire Publicity

How a state library commission may keep the public in touch with its work and with new library developments through regular newspaper stories is illustrated in an outline recently received at A. L. A. Headquarters from the New Hampshire Public Library Commission. From one to six stories a month are given to the newspapers by the commission and are usually printed in full.

Headquarters Closes Saturdays

BECAUSE of the present financial situation and the necessity of balancing the A. L. A. budget, the Executive Board has approved closing the Headquarters offices on Saturdays for seventeen weeks, beginning May 21 and extending through September 10.

At least one member of the professional staff will be at the office each Saturday morning, however, so that visitors passing through Chicago will still be welcome.

Salaries "Bulletins" Obtainable

LIBRARIANS wishing additional copies of the Salaries Number of the *Bulletin* for their offices, for board members, for tax committees, or for others may secure them for 25c; 10 or more, 15c each. Only a limited number are available.

Speakers at Lake Placid

THE Changing Times and the Greater Need for Fact Finding" will be the theme of the Twenty-fourth Annual Convention of special librarians and research workers to be held at Lake Placid, June 13 to 17. "World Changes" will

be discussed by James G. McDonald, chairman of the Foreign Policy Association. "Social Changes" will be the subject of an address by Robert S. Lynd, author of *Middletown*. A forecast of new industries and business trends will be given by Floyd Parsons, engineer, editorial and magazine writer. Ralph Foss of the McGraw-Hill Publishing Company and N. W. Burns, authority on marketing, will have important places on the program.

Alta B. Claflin, librarian of the Federal Reserve Bank, Cleveland, Ohio, will preside at the meetings. Various groups in the Special Libraries Association, such as the insurance, civic, commercial, financial, museum, and newspaper groups, have prepared attractive and interesting programs.

Bridgeport (Conn.) Public Library, Orlando C. Davis, librarian, wants: *Bulletin of the American Library Association*, v. 1, no. 1, Jan., 1907; v. 2, no. 5, Sept., 1908 (*Proceedings*); v. 5, no. 4, July, 1911 (*Proceedings*); v. 7, no. 2, Mar., 1913; v. 7, no. 3, May, 1913; v. 13, no. 1, Mar., 1919.

Purdue University Library, Lafayette, Ind., William M. Hepburn, librarian, offers for sale: Amer. Electrochem. Soc. Trans., v. 43–57, 1923–30; Amer. Inst. Chem. Engrs. Trans., v. 13, pt. 2–24, 1921–30; Amer. Inst. Min. Met. Engrs., v. 69–76, 1923–30; Chem. Abstracts, v. 17–24, with Dec. Ind., 1917–26; Chemical Reviews, v. 1–7, 1924–30; Chimie et Ind., v. 16–23, 1926–30; Inst. Chem. Engrs. Trans., v. 1–7, 1923–29; Intern. Crit. Tables, v. 3–7; Jour. Amer. Chem. Soc., v. 46–52, 1924–30; Jour. Frank. Inst., v. 196–210, 1923–30; Indus. & Engng. Chem., v. 15–22, 1923–30; Mining & Met., v. 7–11, 1926–30; Phytopathology, complete; Science, complete, incl. 1880–82 series; Torrey Bot. Club Bull., complete. Correspondence invited.

The A. L. A. Headquarters Library, 520 North Michigan Avenue, Chicago, Esther A. Wendell, acting librarian, wants: *Illinois Libraries*, v. 6: no. 4, Oct., 1924 (supplement containing proceedings of 1924 Illinois Library Association meeting); *Library Notes and News* (Minnesota Department of Education), v. 1: no. 1, 1904, and no. 6, 1905 or 1906 (?); v. 2: no. 5, 1908; v. 5: no. 1, Mar., 1916; v. 8: no. 6, June, 1926, and title-page and index, 1925–27; *Bulletin of the New Hampshire Public Libraries*, v. 1: no. 4, Dec., 1900; v. 4: nos. 3 and 4, 1903; v. 5: nos. 1 and 2, 1904; v. 6: no. 3, 1905; title-pages and indexes to v. 7–9, 1906–11; *New Jersey Library Bulletin*, v. 7: no. 4, 1918; *Ontario Library Review*, v. 7: no. 4, May, 1923; v. 8: no. 4, May, 1924; v. 11: no. 1, Aug., 1926, and no. 3, Feb., 1927; title-pages and indexes to all volumes; *South Dakota Library Bulletin*, v. 3: no. 4, Dec., 1917; v. 4: no. 1, Jan., 1918, and no. 2, June, 1918; v. 6: no. 2, June, 1920, and no. 3, Sept., 1920; *Bulletin of the Free Public Library Department* (Vermont), v. 17: no. 2, 1921.

The Library of Congress, Washington, D. C., Herbert Putnam, librarian, offers: *Speeches and addresses of Warren G. Harding, President of the United States. Delivered during the course of his tour from Washington, D. C., to Alaska and return to San Francisco, June 20 to August 2, 1923.* Reported and compiled by James W. Murphy, official reporter, U. S. Senate. Any library may obtain a copy of this 395-page book free upon request to Linn R. Blanchard, chief, Division of Accessions, Library of Congress.

Massachusetts Institute of Technology Library offers a copy of *Calcutta Mathematical Society Commemoration Volume*, issued on the occasion of its twentieth anniversary in 1928, and printed in 1930 as its *Bulletin*, vol. 20. This volume, which has no library marks, will be sold for $3.50 postpaid.

The South Pasadena (Calif.) Public Library, Georgia A. Diehl, librarian, wants: *Booklist*, v. 1–23. Will anyone who can supply these copies free or at a nominal price please write to Miss Diehl?

BULLETIN OF THE AMERICAN LIBRARY ASSOCIATION

Vol. 26, No. 6 In Two Parts, Part II June, 1932

(*Not for release through the press*)

Libraries and a Public Works Program

This statement grew out of recent informal discussions in New York and elsewhere of libraries in relation to a public works program and of the need for maintaining essential library services. Librarians, library trustees, economists, political scientists, educators, and other citizens are giving serious thought to these questions.

THIS is an appeal for inclusion of the public library in any sound program of public works chosen as an aid for relief of unemployment which goes beyond self-liquidating projects.

The public library is the outstanding public agency of self-education for all ages. In times like these such agencies are of greatest need and of greatest use. Their extension and development offer both material and immaterial help, the latter of importance fully equal to the former even if less easily measured or defined.

How much of our present economic condition is due to overproduction or how much to other causes may fairly be an open question, but there certainly can be no doubt as to the economic and educational advantage the extension of library facilities assures the community. Libraries are now experiencing record breaking demands, especially for books of a serious nature. Facilities in many cities are inadequate. Moreover, forty million people in this country are without access to libraries.

The work of the library is non-competitive. Not only does it supplement and complement other educational institutions, but it helps the publication and sale of books and increases the amount of reading done by the community. New library buildings mean increased demands on all building trades.

Every cent spent in extending and operating public libraries as part of the cultural plant of the nation aids also in unemployment relief.

The public needs to renew its faith in government. It can do this through discovering that among its most efficient and effective institutions are certain government agencies, such as the public library, which have never been charged with graft, waste, or extravagance.

This is not intended as an argument for the maintenance of the *status quo* in library appropriations. Some readjustments are no doubt necessary. It is an appeal for the maintenance of those services rendered by libraries which are essential for the continuing education of both youths and adults, and for the extension of those services to areas now without them—not in spite of the depression, but because of it.

H. M. LYDENBERG,
President, American Library Association

CARL H. MILAM,
Secretary, American Library Association

NOTE.—If you are a librarian in charge of a library in the United States please send the following information to A. L. A. Headquarters unless you have done so within the past few days.

Do you need building extensions or new buildings?

If so, please indicate probable cost of each, whether plans are ready, or when they could be ready.

Your reply is requested as an honest expression of opinion in good faith but it will not be construed as a statement of your conviction that such construction should be immediately undertaken.

All libraries are asked to give this information whether they are supported from public funds or otherwise.